



DEPARTMENT OF ELECTRONICS & COMMUNICATIONS ENGINEERING

5.2.1 Number of outgoing students who got placement during the year (A.Y.: 2022-23)

S.No	Roll No	Name of student placed	Page No
1	160119735001	AKSHITHA SANGARSU	1
2	160119735002	BHAVANA MUDIMADUGULA	4
3	160119735003	CHIDRUPI MEDAVARAPU	6
4	160119735004	ESHA VAISHNAVI DASARI	9
5	160119735005	HARIKA DASA	28
6	160119735006	HARSHITHA CHINTHALAPELLI	35
7	160119735007	HIMAJA KARVEDA	36
8	160119735008	JAYASREE KOLIPAKULA	43
9	160119735009	LASYA GUDURU	48
10	160119735011	MOUNIKA PASHAM	55
11	160119735012	NAGA GEETHA KRISHNA NAKKA	58
12	160119735013	NIKHILA CHITYALA	62
13	160119735015	PRAHASITA SUNKU	65
14	160119735016	RACHEL SHANTHI GOLLA	66
15	160119735017	RAMYA CHALLA	81
16	160119735018	RUCHIRA BODULA	82
17	160119735019	SAHITHI GUNTHA	107
18	160119735020	SAI KEERTHANA BALASETTY	108
19	160119735022	SANJANA RAO PULIGILLA	111
20	160119735023	SHRAVANI KODURU	113
21	160119735024	SOUMYA GOVERARRAM	131
22	160119735025	SRAVYA KARYAMPUDI	132
23	160119735027	BOOSHAN RAJ GURRAM	133
24	160119735029	HEMANTH SAI MANIKANTA IPPILI	141
25	160119735031	MADHU CHENNOJU	143
26	160119735032	MANIDEEPAK RAO CHITNENI	145
27	160119735033	MANOJ KUMAR BODULA	156
28	160119735034	PRASHANTH DURGAM	165
29	160119735035	PRATHAM M	179
30	160119735037	SAI KALYAN A	194
31	160119735039	SAI PRADEEP S	196
32	160119735040	SAI VAMSHI AKULA	197
33	160119735041	SATYA SAI EESHWAR GANESH GANISETTI	207
34	160119735042	SESHA SAYANA REDDY KOPPULA	209
35	160119735043	SHIVA TEJA GUNDAMEEDI	212
36	160119735046	TEJA KAMMARI	214
37	160119735047	UDAY KIRAN GAJJI	215
38	160119735050	VAMSI VARDHAN NERETI	218
39	160119735052	VENKATA MANOHARA TEJA VUSIRIKAYALA	221
40	160119735053	VENKATADRI BABU SARVEPALLI	224
41	160119735056	VIJAY KUMAR PILLA	225
42	160119735059	VISHNU ALAKUNTLA	231
43	160119735060	YASHASSU DUBASI	232

44	160119735301	CHAKILAM SUPRIYA	803
45	160119735302	PABBATHI PALLAVI	812
46	160119735306	KUMMARI POOJITHA	816
47	160119735061	AKSHAYA ENJAMOORI	247
48	160119735063	ANKITHA J	252
49	160119735064	ANUHYA LINGA	293
50	160119735068	HARSHITHA BANDARI	299
51	160119735070	JAGRUTHIE SADULA	301
52	160119735071	MADHURI DUDDULA	313
53	160119735073	NOMITHA BANAVATH	314
54	160119735076	SANJANA VIJAYAN	315
55	160119735077	SATHVIKA NAGELLI	317
56	160119735080	SNEHA GADDALA	323
57	160119735081	VARSHA PICHKA	325
58	160119735084	ADITYA VARDHAN BANDIKE	327
59	160119735085	AKASH REDDY DANDA	328
60	160119735087	CHAITANYA SAI SRI KRISHNA JONNADULA	333
61	160119735088	CHANDNANI GULSHAN	342
62	160119735090	DINESH REDDY GANGIREDDYGARI	346
63	160119735091	HRISHIKESH REDDY CHILAKALA	355
64	160119735092	KAMALESH PALLE	375
65	160119735098	PAVAN KUMAR REDDY BUSSA	379
66	160119735099	PRITHVI SANDEEP S	385
67	160119735100	RAJIV KOPPISETTI	396
68	160119735104	SAITEJA GURRAM	413
69	160119735105	SHAIK SAMI	432
70	160119735106	SHASHI YADAV G	438
71	160119735107	SRIKAR THODUPUNURI	439
72	160119735108	SRIRAM SAI KRISHNAM RAJU SAGIRAJU	445
73	160119735111	SURAAJ YERRAMSETTI	460
74	160119735112	TARUN KASULA	465
75	160119735116	VENKATA AKHILESH KUMAR NAIDU	472
76	160119735117	VIJAY KUMAR MANUPATI	473
77	160119735307	PADIGE SHIVA SAI	820
78	160119735308	VANGALA PRASHANTH	821
79	160119735309	KONGALA SAITEJA	822
80	160119735310	T NACHKA	840
81	160119735311	GUGULOTHU REVANTH	856
82	160119735121	AMRITHA BHARGAVI UTLA	473
83	160119735124	JANVI VEERAMREDDY	482
84	160119735125	MUTHYAM MITHILA	491
85	160119735127	NANDINI KOYALA	497
86	160119735128	SATHVIKA GUMMADVALLY	509
87	160119735129	SHAILIKA PODDUTURI	515
88	160119735130	SRAVYA AVALA	521
89	160119735131	SRI HARSHITHA RAMISETTI	527
90	160119735132	SRINIVAS JAHNAVI EMMADI	533
91	160119735134	AKHIL SHETTY	551
92	160119735136	ANUMOLU CHOKSHA	558
93	160119735137	ASHFAQ AHMED MD	563
94	160119735138	BHARATH KUMAR BATTIPALLI	573
95	160119735140	CHIRAG AGARWAL	583
96	160119735143	GOWTHAM GULLA	598
97	160119735145	HARIKRISHNA NALUMASU	602

98	160119735147	KALYAN KUMAR PADIGE	613
99	160119735150	LALITH ADITHYAN S	624
100	160119735151	LOHITH KUMAR YAMASANI	630
101	160119735152	MAHINDRA CHOWDARY THANNEERU	648
102	160119735157	NISHANTH DOMAKONDA	666
103	160119735160	PRAMOD VARDHAN MUCHANAPALLY	673
104	160119735162	PURNA PRANITH SAI SOMAVARAPU	679
105	160119735163	RIBHU BHATTA CHARYA	697
106	160119735166	SAI ADITHYA TIRUKKOLLURU	720
107	160119735168	SAI KUMAR REDDY K	752
108	160119735170	SAI SIDDARTH VEMPATI	754
109	160119735171	SAIVAMSHI PAMPARI	764
110	160119735172	SAKETH KUMAR JOSHI	766
111	160119735174	SANDEEP NAGAM	767
112	160119735177	TOUSIF AHMED MD	771
113	160119735179	VENKATA SAI CHARAN NANDIKOLLA	775
114	160119735313	GADDAM LIKHITHESHWAR	857
115	160119735314	DADE KARTHIK	866
116	160119735315	BILLA BHANU	872
117	160119735316	MANCHALA SANJANA	876
118	160119735317	KANDHI KEERTHI	901
119	160119735318	SHAIK RUKSANA	905
120	160121744002	REMALLA SRAVANI	911
121	160121744004	NALLAMILI KRISHNA SANDEEP REDDY	920
122	160121744401	PULLA NAGENDRA VARA PRASAD	924
123	160121744403	NAAMA KAVYASREE	940
124	160121744405	PENDYALA SHIRISHA	949
125	160121744406	DAYYALA BALRAM	954
126	160121744410	YENNATI NAGAVENI	966
127	160121744411	MOVVA SAILAXMI	967



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1 message

Recruiting at Deloitte <donotreply@deloitte.com>
Reply-to: system.admin@avature.net
To: akshithasangars@gmail.com

Tue, May 30, 2023 at 14:39

Deloitte.

Deloitte India (Offices of the US)



Dear Sangarsu,

Congratulations!

Welcome to the Deloitte family.

We are pleased to extend the Employment Offer to you.

Please formally accept/decline [this offer](#) within 3 days (three days).

Should you accept this offer, a separate link will be emailed to you to upload all mandatory documents for background verification.

Please do the needful within three days, failing which this offer maybe withdrawn at the sole discretion of the Deloitte India (Offices of the US).

This offer and your employment with Deloitte India (Offices of the US) are conditional upon the successful background investigation into matters relating to your suitability for employment by Deloitte India (Offices of the US), including, successful completion of your current graduation/ post-graduation program and the submission of your mark sheets and passing certificate on/ before your date of joining and prior employment (if any).

At Deloitte we believe we can be successful only when we help others succeed. As a leading professional services firm, we take pride in investing in our people's personal and professional aspirations.

Keeping this in mind we bring to you onboarding assistance services providing personalized guidance for your seamless transition into the organization.

- **Background Investigation** - Should you accept this offer, a separate link will be emailed to you to upload all mandatory documents for background verification. Please note, this form requires you to provide seven years of history including employment and residence information. Please ensure you gather the appropriate documentation to accurately complete the form with exact dates, addresses, etc. It is vitally important that you do not estimate any information submitted. Once you have accepted your offer, First Advantage will conduct a background investigation based on the information submitted. The background investigation process involves verifying the information you submitted. Any and all discrepancies will be flagged and reviewed. Please complete the Background Investigation Form within 24 hours of receiving the link.
- **New Hire Registry** - You will also receive an email from Deloitte directing you to the Talent on Demand portal asking you to complete the New Hire Registration. The New Hire Registration enables your information to be input into the Deloitte HR systems. You will be asked to verify the information populated from your employment application and correct any errors or omissions. In order to complete this step you will need to enter emergency contact names, phone numbers, and addresses as well as bank routing number for direct deposit.

Note:

- Should you have any questions, please contact your Deloitte recruiter.
- It is mandatory to e-sign the offer letter as a confirmation of your acceptance.

As of December 6, 2021, all personnel should be fully vaccinated against COVID-19 to access any Deloitte US India office facilities. "Fully vaccinated" is defined as 15 days after the administration of the second dose of the vaccine or as further defined by Central/State government protocols and guidelines. Employees who have personal circumstances that prevent them from complying with this policy may request flexibility.

Deloitte Consulting India Private Limited will periodically review our policy as the pandemic evolves and make any appropriate adjustments. Client vaccine requirements will determine whether personnel are eligible to work on-site at a client facility.

Regards
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1 message

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To: bhavana2k126@gmail.com

Tue, 30 May, 2023 at 16:09

Deloitte.

Deloitte India (Offices of the US)



Dear Mudimadugula,

Congratulations!

Welcome to the Deloitte family.

We are pleased to extend the Employment Offer to you.

Please formally accept/decline [this offer](#) within 3 days (three days).

Should you accept this offer, a separate link will be emailed to you to upload all mandatory documents for background verification.

Please do the needful within three days, failing which this offer maybe withdrawn at the sole discretion of the Deloitte India (Offices of the US).

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Private and Confidential – Offer of Employment

July 12, 2023

Chidrupi Medavarapu

Dear Chidrupi:

On behalf of SS CORP SVCS MUMBAI PVT LTD (the "**Company**"), a subsidiary/related corporation of State Street Corporation ("**State Street**"), we are excited to provide you with this full time offer of employment (the "**Offer of Employment**"), and we are delighted that you are considering joining our company! We look forward to having you on board.

The core mission of State Street is to help create better outcomes for the world's investors and the people they serve through leadership, innovation, and decisive action. Hiring talented employees like you is one critical step towards fulfilling our mission.

Your employment will be on the terms set out in this Offer of Employment and the associated Terms and Conditions document, together known as "**the Agreement**".

Position Details

Your expected start date is August 28, 2023. You will be employed in the position of Alpha Application Engineer, Associate 2 with a Bank Title of Associate 2.

Your normal place of work is at Salarpuria Sattva Knowl City in Hyderabad and, from time to time, the home address you have on file. Your working pattern at these locations is subject to agreement with your line manager and may vary to accommodate the needs of our business. You may be required to travel to and work at such other locations as the Company may require from time to time. The Company reserves the right to change your principal place of work.

Base Compensation

You will be paid a base salary at the annual gross rate of ₹1,100,000.00.

You will be eligible for overtime.

Incentive Compensation



You will have the opportunity to earn variable, discretionary incentive pay in addition to salary. Your incentive compensation will be determined based upon by the performance of the State Street consolidated group of companies, the individual business unit for which you work, and your individual performance. Your incentive compensation will be delivered in (1) immediate cash, or (2) amounts payable at a future date (i.e., "deferred awards") in cash and/or shares of State Street common stock. You will be eligible to participate in the State Street Corporation Incentive Compensation Program, ("the Plan").

Relocation Aid

You will receive a one-time relocation payment of ₹80,000.00 which will be paid in cash on the first available pay date following your first day of employment, less all applicable taxes and deductions.

Should you either voluntarily terminate your employment with the Company, or be dismissed from your employment by the Company due to misconduct before the completion of your first year of employment, you shall be liable to repay the one-time relocation payment in full and the Company shall be entitled to recover the relocation aid paid to you in full from any amounts payable by the Company to you.

Acceptance and Acknowledgment

By signing and dating below, I represent and agree that I have read, understand and agree to the terms and conditions of the Offer of Employment as set forth above and the associated Terms and Conditions Document.

The acceptance must be received no later than 3 business days from the date reflected above or the offer will expire and be of no further force or effect.

I am delighted to extend this Offer of Employment to you on behalf of State Street and hope that you will choose to join our team.



For and on behalf of the Company
Narasimhan SL, Global Head of Talent Acquisition

July 12, 2023

Accepted and Agreed

Name: Chidrupi Medavarapu

Signed: m. Chidrupi

Date: 12-07-2023



EMPLOYMENT AGREEMENT

29-SEP-2022

BETWEEN

AVEVA SOLUTIONS INDIA LLP

AND

DASARI ESHA VAISHNAVI

aveva.com

Registered Office :
AVEVA Solutions India LLP
Tower -1, 2nd Floor, WaveRock
Sy.no 115 APIIC IT/ITES SEZ, Nanakramguda, Hyderabad -
500008
Telangana State. India.
Registered in India. LLP PIN AAB-8674

Site Office:
AVEVA Solutions India LLP
Level 10, Tower 2.1 (i.e. Tower 1 of Phase 2) of Wave Rock
Projects, M/s TSI Business Parks (Hyderabad) Pvt Ltd.
Co-developer in M/s. TSIIC Limited IT/ITES SEZ,
Nanakramguda
Village, Serilingampally Mandal, Rangareddy District

This employment agreement is entered at **Hyderabad**, on **29-Sep-2022**

BY AND BETWEEN:

- (1) **AVEVA Solutions India LLP**, a company having its registered office at [Tower 1, 2nd Floor, Wave Rock, S Y No. 115 TSIIC IT/ITES SEZ, Nanakramguda, Hyderabad TG 500008, India] hereinafter referred to as the **Company** which expression shall, unless contrary to the context or meaning thereof be deemed to mean its successors in business and permitted assigns;

AND

- (2) **Dasari Esha Vaishnavi** a citizen of India, with address at Candidate Address H.No. 48B, Lakeview Enclave. Kistareddypet, Ameerapur Mandal, Sangareddy, Telangana, Hyderabad, India - 502319.

The Company and the Employee are collectively referred to as the **Parties** and individually as the **Party**.

1. APPOINTMENT

- 1.1 The Employee shall commence employment with the Company on **17-July-2023** as the **Graduate Trainee** at Job Level **B**.
- 1.2 The Employee shall be bound by the terms and conditions laid down in the Agreement. The Employee will report to **Director Consulting**. The Employee's designation and reporting relationship may undergo a change from time to time as may be determined by the Company.
- 1.3 The employment is conditional upon completion of a background check of the Employee. Should any information provided by the Employee be determined as false, or material information has been withheld during the recruitment process, it will be considered a breach of the Agreement and the Company may then terminate employment without providing any notice or pay in lieu thereof.
- 1.4 The employment is further subject to the Employee maintaining his/her right to work in India (including any requirements under immigration laws).

2. PROBATION

- 2.1 The Employee will initially be on probation for a period of [6] months from the Effective Date. The confirmation of service with the Company is subject to the Employee's satisfactory performance during the period of probation. The Company reserves the right to (i) extend the period of probation and (ii) terminate employment at its sole discretion at any time during the probation period, without notice/ with 15 days' notice (or pay in lieu thereof) or such other notice as required under law.
- 2.2 The Employee will continue to be on probation, till the time he/she is given an order in writing, confirming his/her services.

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Registered Office :
AVEVA Solutions India LLP
Tower -1, 2nd Floor, WaveRock
Sy.no 115 APIIC IT/ITES SEZ, Nanakramguda, Hyderabad -
500008
Telangana State. India.
Registered in India. LLP PIN AAB-8674

Site Office:
AVEVA Solutions India LLP
Level 10, Tower 2.1 (i.e. Tower 1 of Phase 2) of Wave Rock
Projects, M/s TSI Business Parks (Hyderabad) Pvt Ltd.
Co-developer in M/s. TSIIC Limited IT/ITES SEZ,
Nanakramguda
Village, Serilingampally Mandal, Rangareddy District

3. PLACE OF WORK

- 3.1 The Employee's principal place of employment shall be at **Hyderabad** India. The Employee may be required to (i) relocate to other locations in India or abroad permanently or for a specific duration; and/or (ii) undertake such travel in and outside India, from time to time, as may be necessary in the interests of the Company's business.
- 3.2 If the Company believes that the nature of the Employees' duties and responsibilities are such that the Employee may work from home, the Company, in its discretion, may on a case to case basis, allow the Employee to work from home, for such period as the Company may deem fit. If the Company allows an Employee to work from home, the Employee would be responsible for ensuring that their home is a suitable and safe place of work.

4. DUTIES AND RESPONSIBILITIES

- 4.1 The Employee is required to carry out all duties that are normally associated with employment in the Company or for such Group Companies as the Company may direct. Group Companies for the purpose of this Agreement includes the Company, its subsidiaries or holding companies and any subsidiary of any holding company that may be formed from time to time. The Company reserves its right to assign such additional alternative duties to the Employee, as it may deem appropriate from time to time.
- 4.2 The Employee agrees to comply with the Company's decision should it consider it necessary or appropriate to change the Employee's job title, reporting relationships, job duties and responsibilities, the legal entity that employs the Employee and the jurisdiction where the Employee is expected to perform his/her duties (despite location of his/her residence) on the basis of the Employee's performance or the Company's business requirements. Any such change shall not be deemed to violate the terms of this Agreement or constitute any basis for constructive or involuntary termination of employment, provided that the Employee's base salary is not reduced and the Employee's other remuneration for services rendered to the Company is not substantially reduced.
- 4.3 During the subsistence of this Agreement, the Employee shall devote full working time, attention and energy to the performance of the duties assigned to him. The Employee shall not, whether directly or indirectly, be employed, engaged, concerned or interested in any manner whatsoever in any trade, business or profession other than the business of the Company or accept any appointment to any office (including directorships) whether for gain or otherwise without the written consent of the Company. Should the Employee receive written consent under this Clause to conduct any such external activity, he/she shall not utilize the assets, resources and time of the Company for such external activities.
- 4.4 The Employee shall, at all times, be subject to and bound by the policies, rules and regulations of the Company as may be updated from time to time or as may be brought to the notice of the Employee by the Company.
- 4.5 The Employee shall not have the right or the authority to make any representation, contract or commitment for or on behalf of the Company without obtaining the prior written permission of the Company in this regard. The Employee shall have no authority, implied or otherwise, to pledge the credit of the Company. In the event the Company is held liable for any damage, loss, claim or action arising directly or indirectly from any action of the

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Co-developer in M/s. TSIIC Limited IT/ITES SEZ,
Nanakramguda
Village, Serilingampally Mandal, Rangareddy District

Employee in violation of this Clause, the Employee shall indemnify the Company to the maximum extent permissible under the laws for the time being in force in India.

4.6 The Employee shall at all times act faithfully, diligently, in good faith and in compliance with the laws.

5. WORKING HOURS

5.1 The Employee shall work **40** hours per week based 5 day working week. The normal working time is between 9 AM and 6 PM. However, the Company may at its discretion change the normal working time. If necessary, the Employee shall work such additional hours as may be necessary for the Employee to perform his/her duties effectively and otherwise in accordance with the Company's policies pertaining to the same, as per the laws of India.

6. COMPENSATION AND BENEFITS

6.1 In consideration of the services rendered by the Employee to the Company, the Employee is entitled to receive a gross annual salary of **INR 665000** (this includes Global Annual Bonus Plan and will be paid out as per Clause 6.4 of this contract) subject to deduction of tax at source. A detailed break-up of the salary, allowances and benefits is annexed as Annexure – 1 of this Agreement. The Employee will be solely liable for his/her personal tax liabilities and the Company makes no assurances that the remuneration has been structured in the most tax efficient manner or tax treatment applicable to certain emoluments, allowances or benefits will continue for the entire term of employment. The salary shall be paid in accordance with the Company's normal payroll practices. The breakdown of the salary may need to be revised from time to time in keeping with regulatory developments or otherwise, and the Company will not be liable for any additional tax liability the Employee may face due to such revisions.

6.2 The Employee's compensation will be reviewed periodically by the Company and any increase will be discretionary and subject to and on basis of effective performance and Company results during the period.

6.3 The Employee shall be eligible to be considered for performance-based bonuses, and/or other such schemes as may be applicable to the confirmed employees and under such terms and conditions as formulated by the Company from time to time.

6.4 GLOBAL ANNUAL BONUS PLAN

6.4.1 You are eligible to participate in the Global Annual Bonus Plan, the terms of which will be notified to you. Any bonus payment made to you under this plan shall be purely discretionary and shall be subject to the rules of the Global Annual Bonus Plan in force from time to time.

6.4.2 If the Employer pays you a bonus payment in one financial year, it shall not be obliged to make any bonus payments to you in subsequent financial years. The Employer reserves the right, at its absolute and sole discretion, to amend the terms of the scheme from time to time (and at least annually) or withdraw the scheme in its entirety.

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Telangana State. India.
Registered in India. LLP PIN AAB-8674

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- 6.4.3 No bonus will be payable if you have given or received notice (for any reason) or if you are no longer employed when the sum becomes due and payable.
- 6.4.4 Any bonus payment made to you shall not be pensionable nor shall it form part of your contractual remuneration.

7. LEAVE AND VACATION

- 7.1 The Employee shall be entitled to leave and holidays in accordance with the Company's policy as amended from time to time.

8. EXPENSES AND DEDUCTIONS

- 8.1 The Employee is authorized to incur reasonable and necessary expenses in business related travels, lodging and other expenses in the performance of his/her duties under this Agreement, provided such expenses are substantiated. The Company shall pay or reimburse such expenses to the extent the Employee submits vouchers or other documentation in accordance with the Company's policy. No personal expenses of the Employee shall be borne or reimbursed by the Company.
- 8.2 The Employee agrees and acknowledges that the Company may, subject to applicable laws, at any time during the term of employment or cessation thereof, deduct from the Employee's salary, or final settlement, any amounts owed by the Employee, including but not limited to, any outstanding loans, advances, overpayments or costs incurred by the Company due to any damage or loss to Company property, etc. caused by the Employee.

9. EMPLOYEE SURVEILLANCE

- 9.1 The Employee agrees and understands that the Company may use various modes to ensure that the internet, email facilities and other communication systems provided by the Company are used in an appropriate manner. These may include the scanning, reading, inspection, scrutiny of emails sent and received, and web sites visited or created by the Employee. The Employee acknowledges that he/she does not have any expectation of privacy when using the Company's resources. For the avoidance of doubt, and for the limited purpose of safeguarding the Company's confidential and proprietary information, the Company shall have the right to monitor and any personal e-mail or social media forum that may be accessible to the Employee from the Company including but not limited to Gmail, AOL, Hotmail, Yahoo, Facebook, Myspace, Twitter, etc.
- 9.2 The Company also reserves the right to monitor its employees using various security measures including but not limited to closed circuit television systems. These may be installed on the Company's premises overtly or covertly to ensure that the employees do not participate or propagate any activities which are or could be prejudicial to the Company's business interests or which could bring it into disrepute.

10. TERM AND TERMINATION OF EMPLOYMENT

10.1 Term

The Employee's employment with the Company will commence on the Effective Date and shall continue until terminated in accordance with this Clause.

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10.1.1 Retirement age is 58 years for all employees. Any extension may, however be given at the sole discretion of the company to continue your services as an employee or as a retainer under contractual agreement.

10.2 Termination

(a) Termination with immediate effect:

Notwithstanding anything contained in this Agreement, the Company may terminate the employment contemplated under this Agreement at any time without notice or payment in lieu of notice, for cause including but not limited to:

- (i) inattention or negligence in the performance of duties and obligations under this Agreement;
- (ii) repeated failure to comply with lawful directions of the Company and its officers;
- (iii) breach of the terms of this Agreement and breach of representations and warranties contained herein;
- (iv) unethical business conduct;
- (v) breach of any statutory duty or for any act or omission adversely affecting the goodwill, reputation, credit, operations or business of the Company;
- (vi) habitual uninformed / unauthorised absence or unauthorised absence for a period exceeding [3] days will follow general absconding process;
- (vii) fraud, misappropriation or dishonesty in respect of the Company's property or business;
- (viii) commission of any act not in conformity with discipline or good behaviour or acceptance or offering of illegal gratification;
- (ix) any form of harassment, including sexual harassment while employed with the Company.
- (x) unauthorised disclosure of any confidential information of the Company; and
- (xi) Breach of any of the Company's policies.

(b) Voluntary Resignation:

The Employee may voluntarily resign from employment with the Company at any time on giving prior written notice of 90 days to the Company. The Company may at its sole discretion waive all or part of the notice or allow the Employee to pay in lieu of the notice. Any resignation would have to be accepted by the Company to become effective. Once accepted, the resignation cannot be withdrawn by the Employee without the express consent of the Company.

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(c) Termination without Clause:

Notwithstanding anything to the contrary herein contained, the Company is entitled to terminate the employment under this Agreement at any time by giving the Employee 90 days' written notice or payment in lieu thereof.

(d) In the event of termination by the Company under Clause 10.2 (c) or in case of a resignation by the Employee as per Clause 10.2 (b), the Company may require the Employee to absent himself/herself from its premises on garden leave and not participate in the working of the Company during the unexpired portion of the notice period. During such garden leave the Company may require the Employee to have no contact with all or any of the Company's agents, employees, customers, clients, distributors and suppliers.

(e) Handover:

Upon the determination of this Agreement for any reason, the Employee shall immediately hand over responsibilities to such person nominated for that purpose by the Company and shall deliver to such person all such papers, documents, memoranda, notes, records such as may be contained in magnetic media or other forms of computes storage, video tapes (whether or not produced by the Employee) and any copies thereof, charge and credit cards and other property of the Company and the Group Companies as may be in his/her possession, custody, control or power, including but not limited to any phones, computers, vehicles, etc. provided by the Company. The Employee shall also produce a no-dues certificate from all applicable departments of the Company to this effect.

(f) The Employee agrees and accepts that any statutory or other 'last in, first out' rule or any modification thereof shall not apply in the event of termination of this Agreement for any reason whatsoever

10.3 CONFIDENTIALITY AND INTELLECTUAL PROPERTY

The Employee agrees and undertakes that:

10.4 He/she shall not during the term of this Agreement or thereafter, divulge or make use of any trade secret or confidential information concerning the business of the Company and the Group Companies or any of their dealings, transactions and affairs or any information concerning any of their suppliers, agents, distributors or customers which he/she possesses or comes to possess while in the employment of the Company or which he/she may make or discover while in the service of the Company and that he/she shall also use his/her best endeavours to prevent any other person from doing so.

10.5 All data, documents, plans, drawings, photographs, reports, statements, correspondence, etc. and technical information, know-how and instructions as well as business details or commercial policies that pass to the Employee or which come to his/her knowledge shall be treated as confidential and he/she shall be bound to keep secret all such confidential matters including papers and documents, computer floppies, CDs or other media containing the same and shall not disclose, communicate, reproduce or distribute the same or copies thereof to anyone except in the course of the rightful discharge of his/her duties towards the Company.

10.6 He/she shall not at any time after the termination of this Agreement in any way make known or divulge to any person, firm or body corporate any of the methods, systems or other information of any kind in relation to the affairs of the Company or the Group Companies whether such information is or was acquired by the Employee before

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commencement of employment with the Company, in the course of employment hereunder or otherwise.

- 10.7 The Employee shall hand over to the Company or to any Group Company on demand and in any event on the termination of his/her employment (for whatever reason) all notes and records (both originals and copies) wherever located and whether on paper, computer disk, computer memory, smartphone, tablet, memory stick or other media, which contain any Confidential Information or which the Employee had made or acquired in the course of his/her employment.
- 10.8 The Employee shall on demand by the Company and in any event on the termination of his/her employment (howsoever caused) irretrievably delete any Confidential Information stored on any magnetic or optical disk or memory, including personal computer networks, personal e-mail accounts or personal accounts on websites, and all matter derived from such sources which is in his/her possession or under his/her control outside the Company's premises. Where Confidential Information is stored on personal computer networks or personal email accounts or personal accounts on websites (only if authorised by the Company) the Employee shall ensure that the Company has a full copy of such information before irrevocably deleting the same. The Employee shall, if requested, supply contact details of all business contacts made by him/her during the course of his/her employment and retained on social media websites or otherwise held electronically outside of the Company's systems before such data is deleted in accordance with this Clause.
- 10.9 The Employee shall provide written confirmation that he/she have made a diligent search for, and delivered to the Company, all the notes and records containing Confidential Information and have irretrievably deleted any Confidential Information described in Clause 11.5 when requested to do so by the Company, whether during or after his/her employment together with such reasonable evidence of compliance as the Company may request.
- 10.10 Ownership of all rights to any material and results, and all rights, titles, and interests in, all work product, improvements, developments, discoveries, proprietary information, trademarks, trade names, logos, art work, slogans, know-how, processes, methods, trade secrets, source code, application development, designs, drawings, plans, business plans or models, blue prints (whether or not registrable and whether or not design rights subsist in them), utility models, works in which copyright may subsist (including computer software and preparatory and design materials thereof), inventions (whether patentable or not, and whether or not patent protection has been applied for or granted) and all other intellectual property throughout the world, in and for all languages, including but not limited to computer and human languages developed or created from time to time by or for the Company or the Group Companies by the Employee, whether before or after commencement of employment with the Company (Intellectual Property) shall vest in the Company. For the avoidance of doubt, the Company shall have a right to freely develop and alter such material, results and intellectual property rights and to license and assign them to third parties.
- 10.11 All Intellectual Property created by the Employee shall be regarded as having been made under a contract of service.
- 10.12 In consideration of employment with the Company, the Employee hereby transfers and assigns in favour of the Company, all rights, titles and interests in and to all the Intellectual Property, together with the rights to sub-license or transfer any and all rights assigned

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hereunder to third parties, in perpetuity. The Employee agrees that such assignment shall be perpetual, worldwide and royalty free.

- 10.13 Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, such assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to the Employee, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. The Employee further acknowledges and agrees that he/she shall waive any right to and shall not raise any objection or claims to the Copyright Board with respect to the assignment, pursuant to Section 19A of the Copyright Act, 1957. The Employee also agrees to assist and cooperate with the Company in perfecting the Company's rights in the Intellectual Property.
- 10.14 The Employee shall forthwith communicate to the Company and transfer to it the exclusive benefit of all inventions, discoveries and improvements which he/she may make or discover during the continuance of his/her engagement relating to the Company's trade or business and shall give full information as to the exact mode of working and usage of the same and also all such explanation and instructions, to the officers and workmen of the Company as may be necessary to enable them to work the same effectively and shall, at the expense of the Company, furnish it with all necessary plans, drawings and models.
- 10.15 The Employee shall, whenever requested so to do by the Company whether during or after the termination of employment hereunder, at the cost of the Company execute and sign any and all applications, assignments and other instruments which the Company may deem necessary or advisable in order to apply for and to obtain letters, patent, design, registration or other forms of protection for the aforesaid improvements, inventions and discoveries in such countries as the Company may direct and to vest in the Company the whole, right, title and interest therein.

11. NON-COMPETITION AND NON-SOLICITATION

- 11.1 The Employee hereby agrees that, during the duration of his/her employment under this Agreement and for a period of one year thereafter, he/she will not, whether in India or elsewhere in the world, accept employment with, compete, directly or indirectly with, or own, manage, operate, control or participate in or be connected with the ownership, management, operation or control of any business that is similar to or in competition with the business of the Company or any parent company of the Company.
- 11.2 During the period of employment and for one Year following termination of Employee's employment for any reason whatsoever, the Employee shall not, directly or indirectly, (i) solicit, encourage, or induce or attempt to solicit, encourage, or induce any (A) employee, marketing agent, vendor, partner or consultant of the Company to terminate his/her employment, agency, contract or consultancy with the Company, or any (B) prospective employee with whom the Company has had discussions or negotiations within six months prior to Employee's termination of employment, not to establish a relationship with the Company, (ii) induce or attempt to induce any current customer to terminate its relationship with the Company, or (iii) induce any potential customer with whom the Company has had discussions or negotiations within six months prior to Employee's termination of employment not to establish a relationship with the Company.
- 11.3 AVEVA observes the rights of companies in their respective proprietary information with the utmost seriousness, and accordingly, the Employee acknowledges and agrees that he or she shall not disclose to AVEVA any third-party proprietary information when such information

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is subject to a non-disclosure agreement in violation of the terms of such agreement. Further, the Employee acknowledges and agrees that he or she shall not solicit third parties for employment or for business in violation of an enforceable non-solicitation agreement to which he or she is a party, nor shall the candidate act in violation of an enforceable non-compete agreement to which he or she is a party. The Employee represents and warrants that he or she is not party to non-disclosure, non-solicitation, non-competition, or any agreement that is inconsistent with the performance of the duties contemplated by this Agreement.

12. EQUITABLE REMEDIES AND EMPLOYEE REPRESENTATIONS

- 12.1 The Employee agrees and acknowledges that the restrictions contained in this Agreement, including but not limited to Clauses 10, 11 and 12 are reasonable and necessary for the protection of the business and goodwill of the Company. Accordingly, the rights and obligations under this Agreement shall survive the termination of this Agreement and shall not be extinguished by termination of this Agreement
- 12.2 The Employee agrees that any breach or threatened breach of the aforementioned Clauses is likely to cause the Company substantial and irrevocable damage that is difficult to measure and may not be remedied solely by damages. Therefore, in the event of any such breach or threatened breach, the Employee agrees that the Company, in addition to such other remedies which may be available, shall have the right to obtain an injunction from a court restraining such a breach or threatened breach and the right to specific performance of the provisions of either such Clauses, and the Employee hereby waives the adequacy of a remedy at law as a defence to such relief.
- 12.3 The Employee agrees and acknowledges that the restrictions contained in Clauses 10, 11 and 12 are considered to be reasonable in all the circumstances for the protection of the legitimate interests of the Company and shall be enforceable independently. While the undertakings and agreements under the Clauses are considered by the Company and the Employee to be reasonable in all circumstances, if one or more should be held to be invalid as an unreasonable restraint of trade or for any other reason whatsoever by a final adjudication of any tribunal or court of competent jurisdiction, but would have been held valid if part of the wording thereof had been deleted or the period thereof reduced or the range of activities or area dealt with reduced in scope, the said undertakings and agreements shall apply with such modifications as may be necessary to make them valid and effective.

13. WARRANTIES

The Employee confirms and warrants that:

- (a) he/she has carefully read and fully understands all the provisions of this Agreement.
- (b) he/she has not been arrested, or convicted of, or cautioned for, or charged but not yet tried with criminal offence, even if he/she is subject to a pardon, amnesty, or other similar legal action and there is no lawsuit, arbitration, administrative or other proceeding or governmental investigation pending or, to the best of the Employee's knowledge, threatened against him, which would affect his/her ability to perform obligations under this Agreement.
- (c) by entering into this Agreement or performing any of the obligations under it, he/she will not be in breach of any court order or any express or implied terms of any contract or other obligation binding on him/her. The Employee further undertakes to indemnify the Company

against any such claims, costs, damages, liabilities or expenses which the Company may incur if he/she is in breach of any such obligations.

- (d) he/she has all the necessary licences, permissions, consents, approvals, qualifications and memberships required of him/her to perform the duties under this Agreement.
- (e) in the performance of his/her obligations, the Employee will not utilize or make available to the Company any confidential or proprietary information of any third party or violate any obligation with respect to such information.
- (f) he/she has never been suspended, censured or otherwise been subjected to any disciplinary action or other proceeding, litigation or investigation by any state or governmental body or agency or any regulatory authority or self-regulatory organisation.
- (g) any notice period he/she is required to give or to serve with a previous employer has expired on commencement of employment with the Company and that by entering into or performing any duties for the Company, the Employee will not be in breach of any other obligation binding on him/her. The Employee irrevocably undertakes to indemnify the Company on a continuing basis from and against any loss, liability, damage, costs and claims which it may suffer or incur arising out of any claim by any other party that in performing his/her duties under this Agreement, the Employee is acting in breach of any obligation he/she owes to such party.
- (h) all the information submitted by the Employee which forms the basis for this employment is complete and correct. The Employee agrees and acknowledges that if it is found that the information submitted is false or incomplete or that the Employee has concealed certain material information which detrimentally impacts the employment with the Company, the Company may terminate employment without providing any notice or pay in lieu thereof.

14. DATA PROTECTION

- 14.1 The Employee hereby confirms that he/she has read and understood the Company's data protection policy and that he/she shall comply with the data protection policy and the applicable law(s) when processing personal data in the course of employment including personal data relating to any employee, customer, client, supplier or agent of the Company or any Group Company.
- 14.2 The Employee consents to the Company collecting, processing and handling data, including personal and sensitive personal data, relating to him for legal, personnel, administrative and management purposes. The Employee further agrees that the Company may transfer such data to its affiliates or service providers for legitimate business reasons, including but not limited to payroll processing, insurance benefits, etc.

15. NON-WAIVER

- 15.1 No delay, failure or omission on the part of the Company to exercise any of its powers, rights or remedies under this Agreement will operate as a waiver of them nor will any single or partial exercise of any such powers, rights or remedies preclude any further exercise of them.

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16. ADDITIONAL REMEDIES

16.1 Notwithstanding anything contained in this Agreement, the Parties acknowledge that in addition to any remedy available to the Company, whether provided herein or conferred by statute, civil law, common law, custom, trade, or usage, the Company shall be entitled to obtain an injunction against the Employee from a civil court of competent jurisdiction.

17. SEVERABILITY

17.1 If any provision of this Agreement is held by a court of competent jurisdiction to be illegal, invalid or unenforceable, the remaining provisions shall remain in full force and effect. Any invalid or unenforceable provision of this Agreement shall be replaced with a provision which is valid and enforceable and most nearly reflects the original intent of the invalid or unenforceable provision.

18. INDEMNITY

18.1 The Employee, at all times during the course of his/her employment in the Company (and even after the termination of this Agreement with respect to the terms contained herein) agrees to indemnify and keep indemnified the Company, as the case may be, against all losses, damages, claims, interests, costs, expenses, liabilities, proceedings and demands which the Company may suffer or incur or which may be made against the Company as a result of acts or omissions of the Employee during the course of employment.

19. AMENDMENTS

19.1 No modification or amendment of this Agreement and no waiver of any of the terms or conditions hereof shall be valid or binding unless made in writing and duly executed by both the Parties.

20. GOVERNING LAW AND DISPUTES

20.1 This Agreement shall be governed by and construed in accordance with the laws of India. The courts at [Hyderabad] shall have the exclusive jurisdiction over all disputes or claims between the Employee and the Company under this Agreement.

21. COUNTERPARTS

21.1 This Agreement will be executed in counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

22. ENTIRE AGREEMENT

22.1 This Agreement and the annexures hereto constitute the entire understanding relating to terms of employment between the Employee and the Company and supersedes all prior offers, agreements, statements or representations, written or oral between the Parties. Further, the Employee acknowledges and agrees that, as of the date of this Agreement, the Employee has no former claims of any nature, whatsoever against the Company.

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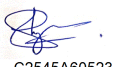
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SIGNATORIES

IN WITNESS WHEREOF each of the Parties has executed this Agreement, as of the day and year first above written.

SIGNED AND DELIVERED

For and on behalf of **AVEVA Solutions India LLP**

DocuSigned by:

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Name: **Shhyaam Konka**

Designation: **Head of HR Services, India**

EMPLOYEE

DocuSigned by:

C1BEA90E4B2F45D...

Name: Dasari Esha Vaishnavi

Date: 05 July 2023

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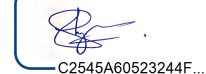
ANNEXURE – 1

Total Cost To Company ₹ 6,65,000		
Salary Particulars	Monthly	Yearly
Basic	18747	224965
Allowances	25871	310452
House Rent Allowance	9374	112483
Special Allowance	12330	147965
Meal voucher	0	0
Telephone Allowance	0	0
Children Education Allowance	0	0
LTA	4167	50004
Company contribution to PF	2250	26996
Global Annual Bonus Plan		26771
Benefits		
Company Contribution to Gratuity		10816
Company contribution towards premium for the following categories of Insurance: ✓ Medical Insurance ✓ Group Term Life Insurance ✓ Group Personal Accident Insurance (Please refer to Annexure - 3 for more details)		65000
Total Cost To Company		665000

Note:

- Pay review cycle is from April to March, at twelve months' interval.
- Deduction from monthly salary will be Professional Tax, PF Contribution, Income tax and other applicable taxes as may be in force at the time.
- Mentioned bonus amount is subject to company performance and individual performance. The payment will be made based on approval from AVEVA ELT team and following the announcement of financial results. Also, you must be under the employment of the company and not under notice of termination (whether served by the employee or company) at the date this become payable.

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ANNEXURE - 2

Compensation & Benefits

Your compensation will be subject to income tax and other statutory deductions as applicable from time to time. Employees are eligible to restructure certain “Allowances” mentioned in “Annexure - 1” of your employment contract.

Basic Pay - Your basic pay will be 40% of fixed salary compensation subject to a minimum of INR 15,000.

House Rent Allowance - 50% of your Basic Salary will be paid to you as House Rent Allowance (“HRA”).

Allowances (Flexible Components)

Employees are allowed to restructure certain components including leave travel assistance, telephone allowance, Car Fuel Allowance etc. mentioned in Annexure 1 of your employment contract and these allowances will be paid in monthly payroll. However, you need to self-certify the expenses incurred and submit relevant supporting documents in December / January to avail the income tax benefit as per prevailing Income Tax Rules.

- Meal Allowance - Employees at their discretion can opt to obtain meal card for INR 2,200 per month and the amount will be credited to the Sodexo card at the end of every month. If he / she chooses NOT to opt for meal allowance, this amount will be added to the Special Allowance mentioned in the salary structure of Annexure - 1.
- Leave Travel Allowance (“LTA”) – LTA is paid every month without deducting any tax but supporting bills need to be submitted in December / January every year to get tax exemption. Please note that LTA can be claimed twice in a block of four years as per the Income Tax Rules. If he / she chooses NOT to opt for leave travel allowance, this amount will be added to the Special Allowance mentioned in the salary structure of Annexure - 1.
- Car Fuel Allowance - Employees may opt for car fuel allowance if he / she is commuting in his/ her own car. Eligibility for tax exemption under this head will be applicable only if the employee uses his/her own car for official commute and submit fuel or maintenance bills as applicable. If he / she chooses NOT to opt for Car Fuel, this amount will be added to the Special Allowance mentioned in the salary structure of Annexure - 1.
- Driver Allowance - Employees who opt for car fuel allowance may also opt for driver allowance. Eligibility for tax exemption under this head will be applicable only if the employee uses his/her own car for official commute and submit driver salary slip and a copy of driver’s license as applicable. If he / she chooses NOT to opt for driver allowance, this amount will be added to the Special Allowance mentioned in the salary structure of Annexure - 1.
- Telephone Allowance – Employees are eligible to claim telephone allowance every month as per their salary structure. He/she need to submit postpaid mobile, broadband or landline bills on employee name as a supporting document. If he/she chooses NOT to opt for telephone allowance, this amount will be added to the special allowance mentioned in the salary structure of Annexure - 1.

aveva.com

Registered Office :
 AVEVA Solutions India LLP
 Tower -1, 2nd Floor, WaveRock
 Sy.no 115 APIIC IT/ITES SEZ, Nanakramguda, Hyderabad -
 500008
 Telangana State. India.
 Registered in India. LLP PIN AAB-8674

Site Office:
 AVEVA Solutions India LLP
 Level 10, Tower 2.1 (i.e. Tower 1 of Phase 2) of Wave Rock
 Projects, M/s TSI Business Parks (Hyderabad) Pvt Ltd.
 Co-developer in M/s. TSIIC Limited IT/ITES SEZ,
 Nanakramguda
 Village, Serilingampally Mandal, Rangareddy District



- National Pension System (“NPS”) - If employees choose NPS, they can allocate up to a maximum of 10% of Basic Pay as employer’s contribution to the fund as per the applicable guidelines. This component will be adjusted from Special Allowance in the salary structure of Annexure - 1.
- Special Allowance - Any residual base compensation amounts payable after providing the fixed components and other applicable allowances will be classified under Special Allowance.

Retirals - All employees will be covered under the Employees' Provident Funds and Miscellaneous Provisions Act. Employees will also be eligible for payment of gratuity as per the rules and regulations of the Payment of Gratuity Act and capped to the amount specified in that Act.

Note: All the components in the salary structure will be paid monthly and AVEVA reserves the right to change / modify salary structure at any time.

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ANNEXURE - 3

Benefits	Coverage Amount/Details	Additional Comments
1. Gratuity		This is a retirement benefit and paid as per Payment of Gratuity Act
2. Medical Insurance	INR 5,00,000/- per year	AVEVA provides Annual Floating Medical Insurance Coverage for self and a maximum of five dependents (spouse, 2 children and 2 dependent parents or in-laws) for a coverage amount - Rs.5,00,000/-. Employees can opt for additional voluntary top-up up to INR 10,00,000/- by paying a premium.
3. Personal Accident Insurance	6 times CTC	Personal accident in case of disability or demise for self
4. Term Life Insurance	3 times CTC	Life insurance in case of demise for self
5. Medical Health Checkup	As per the detailed policy of AVEVA India	
6. Leave Encashment	Is calculated on Gross Salary minus House Rent Allowance (HRA). Maximum 8 leaves are encashed annually. Accumulated leaves up to 60 are payable at the time of separation or retirement	As per the detailed Leave Policy of AVEVA India
7. Relocation Expense for outstation candidates	Reimbursable relocation expenses up to INR 75,000 as per AVEVA's Relocation policy.	If you resign from the services within 12 months from the date of joining, any expenses incurred, or amounts paid by AVEVA towards relocation expenses shall be recoverable as per company policy.
8. Leaves	20 days of earned leave	Details as per the leave policy of AVEVA India
	12 days of Casual Leave	
	12 days of sick Leave	
	5 days of Marriage Leave	
	3 days of Bereavement Leave	
	3 Action for Good Leave	
	26 Weeks of Maternity Leave	
2 Weeks of Paternity Leave		
9. National & Festival Holidays	12 days (10 Fixed and 2 Optional)	
10. Car Lease Program	Details as per the Car Lease policy of AVEVA	
11. Child Day Care Program	Reimbursement up to INR 12,000 per month, per child up to 2 children	Details as per the Day Care policy of AVEVA
12. EAP	Not charged to the employee	AVEVA has Employee Assistance program for all employees and their dependents
13. Long Service Award	For 3, 5, 10, 15, 20 and so on... Years of services with AVEVA.	As per the detailed AVEVA India policy

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14. Employee Share Purchase plan	An opportunity to enroll in AVEVA's all-employee share purchase plan, My AVEVA Shares. In India the International rules of My AVEVA Shares apply. Under these rules, a participant can save and buy AVEVA shares from salary contributions made over a six-month period. For each AVEVA share purchased, AVEVA will match that purchase with an AVEVA share which the participant will become entitled to provided that they hold their purchased shares for two years and remain with AVEVA.	
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Note: AVEVA reserves the right to change or discontinue any additional benefits mentioned herein at any time.

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Village, Serilingampally Mandal, Rangareddy District

ANNEXURE - 4

CHECKLIST for documents (soft copy) to be submitted during pre-onboarding process. Pre-Onboarding email will be sent post offer acceptance and prior to date of joining.

1. Passport size professional photograph.
2. Certificates for all academic and professional qualifications.
3. Experience Letters from previous employers.
4. Resignation acceptance and Relieving Letter from last employer.
5. Form 12B is mandatory.
6. E- Aadhar Card.
7. PAN Card.
8. Passport
9. Three month's Salary slips from previous company.
10. Cancelled Cheque/ Bank Passbook**.
11. Confirmation letter/salary review letter/employers progress letter.
12. UAN Card**
13. PF passbook for previous organization**

Please note on below on points marked **.

**PF passbook – To determine if you are previously mapped to Employee Pension Scheme (EPS).

**UAN Card – To ensure that name on Aadhar and UAN portal is matching (If your name in UAN card is different than Aadhar, then please get your name corrected on EPF UAN card, creating an online basic data change request on EPF portal as per your Aadhar).

**Cancelled Cheque/Bank Passbook – We consider your existing bank account for first salary transfer after joining. If you would like to open new bank account with us, we can facilitate new bank account opening process, which can take some time post joining. So please share your bank account reference document.

- Reporting time – 10:00 AM

Contact person – Shiva Preethi / Vanaja Vemireddy (HR)

Reporting Place:

AVEVA Solutions India LLP
Level 10, Tower 2.1 (i.e. Tower 1 of Phase 2) of Wave Rock Projects, M/s TSI Business Parks (Hyderabad)
Pvt Ltd. Co-developer in M/s. TSIIC Limited IT/ITES SEZ,
Nanakramguda Village,
Serilingampally Mandal,
Rangareddy District

Looking forward to Welcoming you into AVEVA family!!

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Village, Serilingampally Mandal, Rangareddy District



December 06, 2022

PRIVATE AND CONFIDENTIAL

Dasa Harika

Dear Dasa Harika,

We are pleased to offer you (hereinafter also referred to as, the "Trainee") a position in StateStreet Corporate Services Mumbai Private Limited ("the Company"), a company incorporated under the laws of India and having its principal place of business at Hyderabad, commencing 09-January-2023 to 03-July-2023 under the following terms and conditions.

This offer is subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence before doing so, your commencement will be deemed acceptance of all terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of Trainee, GMAS reporting to Sweta Kumari , Team Lead. The Company may also, from time to time, change your duties as required by the Company's operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Hyderabad. However you may be required to work at any other premises which the Company currently has or may later acquire in India.

SECURITY/ BACKGROUND CHECK

This offer of internship (and your continuing internship if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the internship commencing, the Company may terminate this contract immediately (without notice) and the internship will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of internship, as a condition of continued internship.

REMUNERATION

Subject to the due compliance of the Trainee's obligations stated herein, you will be entitled to consolidated lump sum remuneration (hereinafter also referred to as Stipend) of INR 30,000.00 per month and no other amounts or prerequisites whatsoever. The stipend amount shall be credited to your bank account on the last working day of each month. You will not be covered or entitled to any of State Street's benefit plans.

The Company shall be entitled at any time during your internship, and in any event on termination, howsoever arising, to deduct from your stipend any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your internship and arising out of the fulfilment of your responsibilities and duties.

HOURS OF WORK

You will be required to work 45 hours per week under this training program, your hours of work will be communicated to you by your manager. The requirements of your internship do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional stipend. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your internship with the Company.

TERMINATION WITH NOTICE

As a trainee either you or the Company may terminate your internship for any reason and at any time by giving to the other fifteen (15) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in internship and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:

- (a) not to attend the workplace;
- (b) not to contact or have any communication with its clients or customers;
- (c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
- (d) not to perform the duties of your position or become involved in any aspect of the Company's business;
- (e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
- (f) to perform any duties from home;
- (g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
- (h) to cease your access to the Company's computer system and confidential or business sensitive information;
- (i) to return any or all company property; or
- (j) any combination of the above.

TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your internship the Company may terminate your internship at any time without prior notice if in its opinion you:

- (a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
- (b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
- (c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
- (d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
- (e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Company;
- (f) become bankrupt or make any arrangement or composition with your creditors; or
- (g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as a trainee;
- (h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the trainee or you suffer from a permanent disability while employed, the Company shall not be liable to make any payment as trainees are not part of retiral benefits. The internship will be terminated with immediate effect in case of death.

LEAVE ENTITLEMENTS

You will be entitled to 1.5 days of leave for every month of the internship. Leave should be arranged after the approval from your manager. Leaves will be lapsed at the end of the internship if they are not utilized and there will be no encashment of leave.

You will be entitled to take the public holidays as applicable in the state and city of Hyderabad, Telengana and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBILITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your internship with the Company. You are not permitted to engage in any other internship without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or unpaid, which may conflict with your duties as a trainee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your internship, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting internship with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.

POLICIES AND PROCEDURES

During your internship you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your internship contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting internship with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your internship as confidential both whilst you remain a trainee and in the future. As an ongoing condition of your internship, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your internship with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your internship as confidential both whilst you remain a trainee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.

INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

- (a) in the course of your internship with the Company; or
- (b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your internship, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your internship or for a period of 6 months following the termination of your internship for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

- (a) entice away from the Company or any related bodies corporate, any officer, employee, trainee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, trainee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your internship.

DEALINGS WITH MEDIA

During your internship, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

- (a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or
- (b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.

PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your internship.

You agree that if you are required to collect, store, use or disclose personal information during the course of your internship, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your internship with the Company is at all times conditional upon:

- (a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;
- (b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and internship checks which the Company may require.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

- (a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and
- (b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this internship agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the internship, and it supersedes any prior agreement, or understanding connected with the internship.

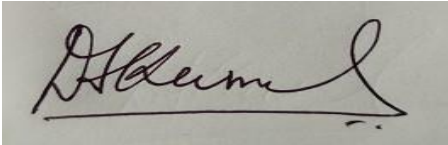
You specifically agree that in entering this agreement (or by commencing internship) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director
Head – Global Payroll and HR Operations
Date: December 06, 2022

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.

Signature

Name: Dasa Harika

Date:

November 10, 2023

To Whom It May Concern

This is to certify that **Ms. Chinthalapelli Harshitha (Employee ID - 00808023)** is employed with our organization since **July 03, 2023** and is currently designated as **XIN-DC ANALYST**.

This certificate is issued to her only to serve as current proof of employment with us.

Sincerely,

For Deloitte Consulting India Private Limited



Date: 11.11.2023; 10:18:48 IST

Executive Manager
Employee Life Cycle Events
Core Talent Services
ushydhrecc@deloitte.com

Appointment Letter

Date: 1st June, 2023

To

Himaja Karveda

Dear Himaja Karveda,

Sub: Appointment as Engineer Trainee pursuant to letter of intent (“LOI”) dated 24th August, 2022

We congratulate you on successful completion of your sponsored training at VEDA IIT, a Unit of The VEDA Educational Society (hereinafter referred to as “VEDA IIT” and shall include its successors and permitted assigns), and completing the joining formalities. In furtherance of your acceptance of the letter of intent and your successful completion of the sponsored training program, we are pleased to offer you the position of **Engineer Trainee** in SoCtronics Technologies Private Limited (“SoCtronics”). You will be located in **Hyderabad, India**. Your employment with SoCtronics will commence on **14th June, 2023**.

Your employment with us will be governed by the company terms and conditions set out in the Employment Terms & Conditions to be signed by you along with this letter on the day of your appointment. You will also be governed by any rules, regulations, policies and practices that may change from time to time. Additionally, you will be expected to sign the Business Protection and Confidentiality Agreement, IT and IT Assets Security Policy and Information Security Policies & Guidelines as a part of your joining process.

Duties:

You are required to undertake the duties as informed to you by SoCtronics and you will report to the assigned manager at the time of your joining.

As SoCtronics has a diverse customer base across the globe, during your service with SoCtronics, depending on the project requirements and customer requirements, you may have to visit or be present at a different geographical location (national/international) to support our customers and affiliated companies for which you shall be willing to take up the responsibilities as assigned from time to time. The detailed terms of employment are set out in the employment agreement executed between you and SoCtronics along with this Appointment Letter.

Total Compensation:

Your Total annual CTC will be **Rs.600000/- (Rupees Six Lakhs Only)** that consists of a salary of **Rs.552000/- (Rupees Five Lakhs Fifty Two Thousand Only)** payable in twelve equal instalments, and **Rs.48000/- (Rupees Forty Eight Thousand only)** as Annual Performance bonus that will be paid by the end of next appraisal cycle depending upon your individual performance meeting your team and project goals and the company's performance. The salary offered at any stage is to be treated as Cost to the Company (CTC) implying that it includes all direct and indirect benefits applicable at that time.



You will continue as Engineer Trainee for a period of one year from the date of joining and if your performance is found to meet and/or exceed expectations of SoCtronics, you will be promoted as Engineer 1 on the rolls of SoCtronics. Your salary revision will happen aligned to the company appraisal cycle usually 1st of April or later if the appraisal cycle is deferred across the company, taking into account the tenure with the company from date of joining to effective date of salary hike and performance during this tenure.

SoCtronics believes in nurturing and rewarding its key contributors. The salary offered is to be treated as Cost to Company (CTC) implying that it includes all direct and indirect benefits applicable at that time. During any appraisal, in the event that you are not meeting the performance expectations of SoCtronics, your movement to the next salary band shall get delayed by the commensurate time it takes for you to start meeting these expectations.

Your salary will be paid to you monthly and shall be paid net of applicable withholding taxes. Your salary is confidential information and should not be discussed with other employees of SoCtronics or its affiliated companies. Discussing your salary information with other employees of SoCtronics or its affiliated companies shall attract appropriate disciplinary action.

Upon your acceptance of this Appointment Letter, you also agree to abide by the policies and procedures set out in the Human Resource Guidelines of SoCtronics, as amended from time to time. You shall work conscientiously in the interests of the management and shall utilize ordinary prudence and intelligence in the discharge of your duties. Any violation of this norm shall constitute a gross misconduct resulting in the termination of services.

At SoCtronics, our long term success depends on both the results we achieved and the way we make the results happen. We set high standards for our people, our products and our processes. Quality must set us apart. We set high standards of personal integrity and ethics in all our business ventures.

Please confirm your acceptance of the Appointment Letter and the clauses therein, by signing the Appointment Letter in the space indicated and return one original signed copy to SoCtronics Human Resources at the earliest.



By signing and conveying your acceptance of terms of the Appointment Letter, you hereby agree to be bound by the terms of this Appointment Letter, the employment agreement and associated agreements which shall all form part of your employment with SoCtronics.

Sincerely,

For SoCtronics Technologies Pvt. Ltd.,

K. Nya Sabita

Authorised Signatory

I hereby and unconditionally accept all the above terms and conditions of this Appointment Letter and agree to be bound unconditionally by all the rules and regulations of SoCtronics, as applicable from time to time.

AGREED, ACKNOWLEDGED AND ACCEPTED

Name: Himaja Karveda

Signature:

Date: 14th June, 2023

Salary Breakup

Name: Himaja Karveda

Designation: Engineer Trainee

Component	Per month	Per Annum
Basic	23,000	276,000
HRA	13,800	165,600
* LTA	5,669	68,024
A-Total Gross Salary	42,469	509,624
Medical & GPA Insurance Premium	625	7,500
Employer Gratuity contribution	1,106	13,276
Employer PF contribution	1,800	21,600
ESI	-	-
B-Total Retirals & Benefits	3,531	42,376
C- Total Annual CTC (A+B)	46,000	552,000

For SoCtronics Technologies Pvt. Ltd.

K. Nya Sabita
 Authorised Signatory

Please sign your Acceptance (Sign & Date)

* Note: If the employee opts for Meal card or NPS or both, then these components will be part of Gross Salary with LTA reduced by the same amount.

<p>Basic is 50% of CTC and is fully taxable component and is used as the base to compute other salary components such as HRA & PF.</p>
<p>House Rent Allowance ("HRA") is fixed at 60% of the Basic. As per Income Tax norms HRA is meant to pay for the rent towards residential accommodation. Exemption from tax is computed with reference to the actual rent paid by the employee towards the accommodation. Rent paid in excess of 10% of the Basic, subject to a maximum ceiling of HRA actually received would be non-taxable.</p>
<p>Leave Travel Allowance will be paid on a monthly basis as an allowance with tax deducted at source should you choose not to avail the tax benefit of fare reimbursement. In case you opt for the fare reimbursement facility to claim tax benefit, you will have to complete the LTA Fare Utilization Form available on tibs portal indicating your likely journey dates. The taxability or otherwise of LTA will be as per the Indian Income Tax Act, details of which will form part of the LTA Fare Utilization Form. LTA is tax exempt, twice in a block of four years. Reimbursement is restricted to II AC Rail or Economy Air within India only for self and immediate family</p>
<p>ESI fund, managed by ESIC, is applicable as per government norms to employees whose total gross monthly earning is Rs.21,000/- or less (currently, subject to change from time to time) to provide the cash and medical benefits to them and their family members. This fund is a contributory fund in which both the employer and employee contribute 3.25% and 0.75% respectively to make it a total of 4.0% of gross salary. After commencement of the ESI contribution period in case even if the salary is revised and accordingly exceeds applicable gross salary limit, ESI contribution and benefit shall continue till the end of contribution slab period i.e. 30th Sep and 31st Mar.</p>
<p>Medical Insurance: The Company provides for Hospitalization Insurance of INR 2 Lakhs, covering you and 3 of your dependents - spouse and up to two children with a Floater policy. The premium for providing such coverage will be entirely borne by the Company. Any additional coverage (top-up) for the family or a separate additional policy for the parent(s)/ parents-in-law (either / or) will be at the option of the employee. The company will facilitate this in the form of group policies where-in the corresponding premium amounts will be recovered over three or four equal monthly installments, beginning the month of the first pay cheque for the employee. Such additional coverage is permitted only at the time of joining the Company or during the annual renewal of the policy.</p>
<p>GPA Insurance: Company provides Personal Accident Insurance coverage of INR 5 Lakhs, which provides for compensation in the case of loss of limbs, hearing or sight, permanent and temporary incapacitation, and death due to an accident. The cost of this insurance will be borne by the Company.</p>
<p>Gratuity: In addition to Gross salary, an amount, equivalent to 4.81% of the basic salary will be remitted to the Gratuity Fund maintained by the employee's Group Gratuity Trust directly by the Company as a cost component to Company. An amount, equivalent to approximately, half month's basic pay for every completed year of service calculated as per the last drawn basic salary at the time of separation, will be paid at that time from the Trust funds, if the employee is eligible for the same as per the Payment of Gratuity Act (1972). As per the prevailing tax laws, Gratuity paid as per the Payment of Gratuity Act up to INR 20 Lakhs is tax free at the time of disbursement.</p> <p>Gratuity is payable only on completion of continuous service as specified by the Payment of Gratuity Act.</p> <p>Further, in case of demise of employee during the service, even before completing the minimum stipulated service, gratuity for the period of completed service shall be paid to the nominee(s) of the Employee. Employee is also covered under a separate policy for future service gratuity which will be paid on demise of an employee, to the nominee(s) of the employee calculated for the remaining service period till the retirement age, as per the last drawn basic salary at the time of demise of the employee subject to a maximum amount of Rs. 20.00 Lakhs (Rupees twenty lakhs only). Nominee details must be declared by the employee in HR records.</p>
<p>PF: Employers' contribution of 12% of the basic per month and an additional equivalent amount of Employee's contribution will be remitted to Provident Fund Department and will be in accordance with the provisions of Employee Provident Fund Act, 1952. You may choose at your discretion, to contribute an additional amount to Voluntary Provident Fund (VPF) on submission of an undertaking to Finance department to this effect.</p>
<p>Sodexo Meal Card: The Company provides for Sodexo Meal card option. You may opt for either Sodexo Cafeteria Card or Sodexo Open Meal card as applicable for your location. The details for this benefit will be provided on your joining, on the payroll portal.</p>
<p>The rules and requirements of the prevailing Income Tax Act will govern your personal Taxation. The Company will deduct Income Tax at source on a monthly basis depending on your declaration at the beginning of the financial year. You will also be required to provide necessary proof as per your declaration.</p>

Annexure-B

JOINING FORMALITIES

As a part of your joining we require you to submit the below documents on the *day of your joining*.

JOINING FORMALITIES

At the Company we encourage our new joinees to join on Mondays at 9:00 AM *excepting* in the case of an emergency.

Please use the checklist below, for all MANDATORY documents, which need to be produced on the day of your joining. You are to inform us ahead of time of any issues pertaining to your joining or with respect to the documents that you will not be in a position to produce on the joining date. This will help us to plan accordingly.

- Copy of your offer acceptance
- Copy of your certificates starting from 10th to Graduation or highest degree.
- Relieving letter from previous organization
- Statement of income last drawn, preferably with a break-up
- Copy of Passport
- Copy of all the visas
- Copy of PAN Card
- Copy of Aadhar Card
- Four passport size photographs of self
- Your Blood Group
- Date of birth of dependents for Mediclaim policy



PRIVATE AND CONFIDENTIAL

January 23, 2023

Jayasree Kolipakula
12-2-828/A/7, amba gardens colony Hyderabad, Telangana 500028
India

Dear Jayasree Kolipakula,

It is indeed a pleasure to welcome you to **PepsiCo Global Business Services India LLP** ("The Organization") as an integral member of the team. We look forward to working together towards achieving PepsiCo's vision, to be the global leader in convenient foods and beverages by winning with purpose.

This is to confirm our offer to you for the position of **Graduate Engineering Trainee - IT**, to be based at **Hyderabad** -IND. Please find enclosed a copy of our offer to join. Please review the same and agree to the terms & conditions stated online, once you join us, for our records.

Please do not hesitate to contact us if there is anything we can do to ensure that your transition to our Organization is as smooth as possible.

Regards,

A handwritten signature in blue ink that reads "Avantika Susan Nigam".

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,

Telangana 500075. Tel: +91 40 7136 9000



January 23, 2023

Jayasree Kolipakula
12-2-828/A/7, amba gardens colony Hyderabad, Telangana 500028
India

Dear Jayasree,

We are pleased to confirm our offer to join “**PepsiCo Global Business Services India LLP**” (“The Organization”) as a **Graduate Engineering Trainee - IT**. The primary terms and conditions are as follows:

Your appointment will be effective from the date of joining which shall not be later than **August 7, 2023** and you are being employed to work from and report to our office unit on 15th Floor, Tower B in Special Economic Zone located at SY No 107, Laxmi Infobahn, Kokapet, Hyderabad, Telangana- 500075 on the Joining Date.

1. Place of Work:

On joining, you will be required to relocate to Hyderabad or to any place within commuting distance of the office within 30 day’s of the Joining Date. During the course of your employment with the Organization, your services are liable to be transferred, seconded or deputed to any of the divisions, branches or companies belonging to, or affiliated to, or associated with the Organization either existing as of date or which may come up in future from time to time. Such transfer, secondment or deputation may be within India or overseas. It is further clarified that except the relocation expenses and transport benefits (as per policy) offered by the Organization, all other expenses for to and fro office will be borne by the employee.

2. Compensation and Allowances:

The Total Fixed Pay offered to you is INR **985,817.00** per annum. This includes statutory retivals. The Target Variable pay offered to you is INR **91,953.00** and the pay-out is subject to your meeting the performance criteria as per the organization’s annual bonus policy. The details of the compensation offered are attached in Annexure A.

In the event that, prior to your first anniversary of your Date of Joining, you resign from your employment for any reason or your employment is terminated by the Organization for reasons detailed under this Appointment letter (i) you will be entitled to retain only that portion of the sign-on cash bonus determined by multiplying the sign-on-cash bonus by a fraction, the numerator of which will be the number of whole months that have elapsed from your Start Date to your termination date and the denominator of which will be 12

(such amount, the “Earned sign-on cash bonus”), (ii) you will promptly repay PepsiCo any portion of the sign-on cash bonus already paid to the extent it exceeds the Earned sign-on cash bonus and (iii) you will forfeit any unpaid portion of the sign-on cash bonus.

3. Medical:

You and your immediate family members, consisting of spouse, dependent children, will be covered under the Organization medical scheme on any hospitalization subject to a limit of Rs. 4,00,000 (governed by the Medical Insurance Policy.)

4. Annual Leave:

You are entitled to Annual leave in accordance with Organization policy.

5. Termination:

Your services with the Organization can be terminated by either side, without assigning any reason, by giving 60 (sixty) days’ notice in writing (“Notice Period”). Upon resignation, you will be required to serve the full Notice Period. Any leave taken during Notice Period will be added to the Notice Period. The Organization reserves the right to terminate employment of an employee, for any reason whatsoever, by giving notice as applicable or ‘Basic Pay’ in lieu of the notice period as applicable, for the level. In case of gross misconduct, negligence, fraud, embezzlement or misappropriation, employment may be terminated by the Organization forthwith without any notice or compensation in lieu thereof.

6. Non-Disclosure:

You acknowledge and agree that unauthorized disclosure of the confidential information or trade secrets of the Organization or any of its affiliates would cause irreparable loss and damage to Organization, and that you shall, besides being liable to be terminated of your employment on this account, will also be liable to be proceeded against for such relief, including but not limited to, damages.

7. Non-Compete:

In signing this Offer and Appointment letter, you agree that during the period of twelve (12) months following the termination of this agreement, you shall not:

- (a) Provide services for or be employed by, whether as an employee, director, consultant or otherwise, any entity that materially competes with beverage or snacks business of the Organization, or any entity associated or affiliated with the above businesses, in the U.S., India, Thailand, or any other countries with respect to which you have performed services for the Organization or any of its affiliates.
- (b) Solicit or endeavor to entice away from the Organization or any of its affiliates any employee, or any other person engaged by the Organization or its affiliates, (whether or not such a person would commit any breach of contract by reason of leaving the service of the Organization or its affiliates), or any customer of the Organization or its affiliates.
- (c) Disclose to any unauthorized person or persons or misuse confidential information or trade secrets of the Organization or any of its affiliates.

8. Termination Payments:

As consideration for the Organization paying your relocation expenses, notice period, sign on cash bonus if any, or any other incidental expenses, you agree that if you voluntarily leave the Organization to join another Organization within a period of twelve (12) months, then as per the Organization's policy/ies, you will be required to repay the Organization such expenses or allowances, as applicable. Further, you understand and agree that any amount you owe the Organization, for whatever reason (including amounts related to the repayment of relocation expenses or allowances), at the time you terminate your employment will be deducted, in whole or in part, from your last pay check(s) and/or expenses reimbursement.

9. Governing Laws:

Your right to any compensation or benefit referenced in this Appointment letter will be determined under the terms of the applicable plan or program. In the event of a dispute, this Offer and Appointment letter shall, for all purposes, be governed and construed in accordance with the law of India, without reference to principles of conflicts of laws.

10. Retirement:

You will retire from services of the Organization on the day you complete the age of 60 years or such age as decided by the Organization from time to time.

11. Safety:

The employee agrees that during the term of Appointment, he shall comply with the safety policy / norms prescribed by the Organization from time to time. In case of non-compliance / breach of any terms and conditions of the safety policy/norms, the Organization shall be entitled to take such action as deemed fit by the Organization and/or as per applicable law, including termination of the employment with the Organization.

12. Code of Conduct:

You will adhere, at all times, to the Organization's Code of Conduct, all Organization policies and to the laws and regulations of any country in which you work.

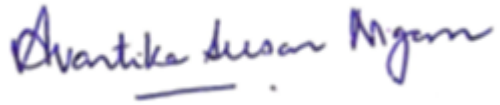
13. The Organization conducts background checks on all new employees. All employment confirmation is subject to satisfactory completion of the background verification.

14. Acceptance:

You have read, understood and accepted the conditions of your employment outlined above. By clicking "Accept" at the next prompt, you will be electronically accepting the terms and conditions of this Letter of Understanding, thereby acknowledging and confirming that you have read and understand the terms and conditions contained herein. You thereby agree to all of the terms and conditions contained therein, including any additional policies, agreements, and addendums located on pages following this signed letter. Furthermore, you are aware that by affixing your electronic signature, it is a legally binding equivalent of your handwritten signature and that in future you may not repudiate the meaning of your electronic signature.

We are happy to welcome you to our Organization and look forward to you building a mutually beneficial long-term association with the Organization.

Regards,

A handwritten signature in blue ink that reads "Avantika Susan Nigam". The signature is written in a cursive style with a horizontal line under the name "Avantika".

Avantika Susan Nigam
Head of HR

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

***(This entity is registered with Limited Liability)* LLP Identification Number: AAO-6786**

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,
Telangana 500075. Tel: +91 40 7136 9000



PRIVATE AND CONFIDENTIAL

ANNEXURE A

Name of Candidate: Jayasree Kolipakula

External Title – Function: Graduate Engineering Trainee-IT

DOJ: August 7, 2023

Component	Details/Linkage	Amounts in INR p.a.
Basic Salary	Basic Pay is 40% of GBS Fixed Pay	INR Rs394,327.00
Flexible Compensation	This amount can be apportioned to HRA, LTA, NPS, Telecom Reimbursement and other components as per employee choice	INR Rs525,204.00
GBS Base Pay	Annual Guaranteed Cash	INR Rs919,531.00/Yr.
Provident Fund (PF) - Employer Contribution	12% of Basic	INR Rs47,319.00
Gratuity	4.81% of Basic	INR Rs18,967.00
GBS Fixed Pay	Sum of all components above	INR Rs985,817.00
Annual Bonus	Performance linked payout Annual payment for the year is pro-rated basis the month of joining for employees joining before 1st Oct and joiners on 2nd Oct and after are not eligible for that year's bonus	INR Rs91,953.00
GBS Total Cost to Company	Sum of PepsiCo Fixed Pay & Variable Pay	INR Rs1,077,770.00

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Telangana 500075. Tel: +91 40 7136 9000



PRIVATE AND CONFIDENTIAL

January 23, 2023

Lasya Guduru
H.No. 11-10-Ra0025, Vivekananda streetKhammam, Telangana 507002
India

Dear Lasya Guduru,

It is indeed a pleasure to welcome you to **PepsiCo Global Business Services India LLP** ("The Organization") as an integral member of the team. We look forward to working together towards achieving PepsiCo's vision, to be the global leader in convenient foods and beverages by winning with purpose.

This is to confirm our offer to you for the position of **Graduate Engineering Trainee - IT**, to be based at **Hyderabad** -IND. Please find enclosed a copy of our offer to join. Please review the same and agree to the terms & conditions stated online, once you join us, for our records.

Please do not hesitate to contact us if there is anything we can do to ensure that your transition to our Organization is as smooth as possible.

Regards,

A handwritten signature in blue ink that reads "Avantika Susan Nigam".

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

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Telangana 500075. Tel: +91 40 7136 9000



January 23, 2023

Lasya Guduru
H.No. 11-10-Ra0025, Vivekananda streetKhammam, Telangana 507002
India

Dear Lasya,

We are pleased to confirm our offer to join “**PepsiCo Global Business Services India LLP**” (“The Organization”) as a **Graduate Engineering Trainee - IT**. The primary terms and conditions are as follows:

Your appointment will be effective from the date of joining which shall not be later than **August 7, 2023** and you are being employed to work from and report to our office unit on 15th Floor, Tower B in Special Economic Zone located at SY No 107, Laxmi Infobahn, Kokapet, Hyderabad, Telangana- 500075 on the Joining Date.

1. Place of Work:

On joining, you will be required to relocate to Hyderabad or to any place within commuting distance of the office within 30 day’s of the Joining Date. During the course of your employment with the Organization, your services are liable to be transferred, seconded or deputed to any of the divisions, branches or companies belonging to, or affiliated to, or associated with the Organization either existing as of date or which may come up in future from time to time. Such transfer, secondment or deputation may be within India or overseas. It is further clarified that except the relocation expenses and transport benefits (as per policy) offered by the Organization, all other expenses for to and fro office will be borne by the employee.

2. Compensation and Allowances:

The Total Fixed Pay offered to you is INR **985,817.00** per annum. This includes statutory retivals. The Target Variable pay offered to you is INR **91,953.00** and the pay-out is subject to your meeting the performance criteria as per the organization’s annual bonus policy. The details of the compensation offered are attached in Annexure A.

In the event that, prior to your first anniversary of your Date of Joining, you resign from your employment for any reason or your employment is terminated by the Organization for reasons detailed under this Appointment letter (i) you will be entitled to retain only that portion of the sign-on cash bonus determined by multiplying the sign-on-cash bonus by a fraction, the numerator of which will be the number of whole months that have elapsed from your Start Date to your termination date and the denominator of which will be 12

(such amount, the “Earned sign-on cash bonus”), (ii) you will promptly repay PepsiCo any portion of the sign-on cash bonus already paid to the extent it exceeds the Earned sign-on cash bonus and (iii) you will forfeit any unpaid portion of the sign-on cash bonus.

3. Medical:

You and your immediate family members, consisting of spouse, dependent children, will be covered under the Organization medical scheme on any hospitalization subject to a limit of Rs. 4,00,000 (governed by the Medical Insurance Policy.)

4. Annual Leave:

You are entitled to Annual leave in accordance with Organization policy.

5. Termination:

Your services with the Organization can be terminated by either side, without assigning any reason, by giving 60 (sixty) days’ notice in writing (“Notice Period”). Upon resignation, you will be required to serve the full Notice Period. Any leave taken during Notice Period will be added to the Notice Period. The Organization reserves the right to terminate employment of an employee, for any reason whatsoever, by giving notice as applicable or ‘Basic Pay’ in lieu of the notice period as applicable, for the level. In case of gross misconduct, negligence, fraud, embezzlement or misappropriation, employment may be terminated by the Organization forthwith without any notice or compensation in lieu thereof.

6. Non-Disclosure:

You acknowledge and agree that unauthorized disclosure of the confidential information or trade secrets of the Organization or any of its affiliates would cause irreparable loss and damage to Organization, and that you shall, besides being liable to be terminated of your employment on this account, will also be liable to be proceeded against for such relief, including but not limited to, damages.

7. Non-Compete:

In signing this Offer and Appointment letter, you agree that during the period of twelve (12) months following the termination of this agreement, you shall not:

- (a) Provide services for or be employed by, whether as an employee, director, consultant or otherwise, any entity that materially competes with beverage or snacks business of the Organization, or any entity associated or affiliated with the above businesses, in the U.S., India, Thailand, or any other countries with respect to which you have performed services for the Organization or any of its affiliates.
- (b) Solicit or endeavor to entice away from the Organization or any of its affiliates any employee, or any other person engaged by the Organization or its affiliates, (whether or not such a person would commit any breach of contract by reason of leaving the service of the Organization or its affiliates), or any customer of the Organization or its affiliates.
- (c) Disclose to any unauthorized person or persons or misuse confidential information or trade secrets of the Organization or any of its affiliates.

8. Termination Payments:

As consideration for the Organization paying your relocation expenses, notice period, sign on cash bonus if any, or any other incidental expenses, you agree that if you voluntarily leave the Organization to join another Organization within a period of twelve (12) months, then as per the Organization's policy/ies, you will be required to repay the Organization such expenses or allowances, as applicable. Further, you understand and agree that any amount you owe the Organization, for whatever reason (including amounts related to the repayment of relocation expenses or allowances), at the time you terminate your employment will be deducted, in whole or in part, from your last pay check(s) and/or expenses reimbursement.

9. Governing Laws:

Your right to any compensation or benefit referenced in this Appointment letter will be determined under the terms of the applicable plan or program. In the event of a dispute, this Offer and Appointment letter shall, for all purposes, be governed and construed in accordance with the law of India, without reference to principles of conflicts of laws.

10. Retirement:

You will retire from services of the Organization on the day you complete the age of 60 years or such age as decided by the Organization from time to time.

11. Safety:

The employee agrees that during the term of Appointment, he shall comply with the safety policy / norms prescribed by the Organization from time to time. In case of non-compliance / breach of any terms and conditions of the safety policy/norms, the Organization shall be entitled to take such action as deemed fit by the Organization and/or as per applicable law, including termination of the employment with the Organization.

12. Code of Conduct:

You will adhere, at all times, to the Organization's Code of Conduct, all Organization policies and to the laws and regulations of any country in which you work.

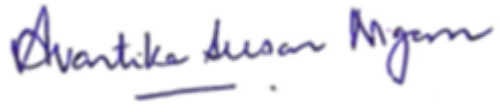
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14. Acceptance:

You have read, understood and accepted the conditions of your employment outlined above. By clicking "Accept" at the next prompt, you will be electronically accepting the terms and conditions of this Letter of Understanding, thereby acknowledging and confirming that you have read and understand the terms and conditions contained herein. You thereby agree to all of the terms and conditions contained therein, including any additional policies, agreements, and addendums located on pages following this signed letter. Furthermore, you are aware that by affixing your electronic signature, it is a legally binding equivalent of your handwritten signature and that in future you may not repudiate the meaning of your electronic signature.

We are happy to welcome you to our Organization and look forward to you building a mutually beneficial long-term association with the Organization.

Regards,

A handwritten signature in blue ink that reads "Avantika Susan Nigam". The signature is written in a cursive style with a horizontal line under the name "Avantika".

Avantika Susan Nigam
Head of HR

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,
Telangana 500075. Tel: +91 40 7136 9000



PRIVATE AND CONFIDENTIAL

ANNEXURE A

Name of Candidate: Lasya Guduru
External Title – Function: Graduate Engineering Trainee-IT
DOJ: August 7, 2023

Component	Details/Linkage	Amounts in INR p.a.
Basic Salary	Basic Pay is 40% of GBS Fixed Pay	INR Rs394,327.00
Flexible Compensation	This amount can be apportioned to HRA, LTA, NPS, Telecom Reimbursement and other components as per employee choice	INR Rs525,204.00
GBS Base Pay	Annual Guaranteed Cash	INR Rs919,531.00/Yr.
Provident Fund (PF) - Employer Contribution	12% of Basic	INR Rs47,319.00
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GBS Fixed Pay	Sum of all components above	INR Rs985,817.00
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CHAITANYA BHARATHI INSTITUTE OF TECHNOLOGY

(An Autonomous Institution & Affiliated to Osmania University)

(Six Programs Accredited by NBA, Accredited by NAAC with A++ Grade)
Kokapet(V), Gandipet(M), RR (Dist) Hyderabad, TS. Phone: 8466997201/16.

STUDENT IDENTITY CARD 2023 - 2025



Name : MOVVA LAXMI SHIVANI

Father Name : MOVVA VENKATA SUBBA RAO

Roll No. : **160123744413**

Course : M.E(ECE-Embedded Systems & VLSI)

Admission Year : 2023-24

M. Laxmi Shivani

Student's Signat

C. V. S.

Principal



**Broadridge Financial Solutions (India)
Private Limited**
Survey No. 64 (Adjacent to Cyber Towers)
Hi-Tec City, Madhapur, Serilingampally Mandal
Ranga Reddy District, Telangana-500081
CIN: U74999TG2007PTC052368

B +91 40 6627 8000
F +91 40 6602 8444
E info-brindia@broadridge.com
www.broadridge.com

June 12, 2023

Ms. Mounika Pasham
5-3-66/1, Beside Veterinary Hospital Lane, Near BJP Party Office, Kukatpally, Hyderabad, Telangana 500072

Dear Mounika,

Congratulations! Subsequent to the discussions we had with you recently, it is a sincere pleasure to make you an offer in our organization. Please find the details below:

- Position:** Member Technical
- Grade:** G2L1
- Date of Joining:** On or before July 03, 2023
- Compensation:** Gross compensation of Rs 1000000/- (Rupees Ten Lakhs Only) per year including 12% Fixed bonus annually, which is paid quarterly. Details are attached.
- Training Period:** On your acceptance of this offer, you will be required to undergo a training program. This training program can be either external, internal or a combination based on our business needs, as determined by us from time to time. You will be evaluated at appropriate intervals during the training program and at the end of the training program, you will be required to undergo such qualifying and evaluation tests as per business needs of the organization.
- Probation Period:** You will be on probation for a period of 6 months from the date of joining the Company. The probation will be confirmed or extended, as the case maybe- by your manager or HRBP vide appropriate mode post the 6 months completion of your employment.
- Notice Period:** During Probation either party can terminate the employment by serving a notice period of 1 month (30 calendar days). In lieu of the notice period, both parties agree to pay gross salary subject to the Company's discretion.
- Upon Probation Confirmation either party can terminate your employment with the Company by providing 90 days' advance notice to the other party. When you serve notice to resign from employment with the Company, the Company may at its sole discretion allow you to pay salary in lieu of the notice period; and/or adjust the vacation accumulated towards part of the notice period.
- Place of work:** Your initial place of work will be at Hyderabad. However, your services are transferable, and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.



You are required to sign a copy of this letter confirming the acceptance and compliance of the terms of offer and policies existing and modified from time to time. If this does not reach us within 5 days, then this offer of employment is liable to be invalid.

Please find the details of the terms & conditions of this offer attached. Please note that this is intended to be kept strictly confidential.

Once again, let me express our unanimous excitement at the prospect of you joining the organization. We look forward to the prospect of a long and mutually rewarding professional relationship.

Sincerely,

Accepted

A handwritten signature in black ink that reads "Ankit Arora". The signature is written in a cursive style with a horizontal line underneath the name.

Ankit Arora
Head Talent Acquisition

Mounika Pasham



**Broadridge Financial Solutions (India)
Private Limited**
Survey No. 64 (Adjacent to Cyber Towers)
Hi-Tec City, Madhapur, Serilingampally Mandal
Ranga Reddy District, Telangana-500081
CIN: U74999TG2007PTC052368

B +91 40 6627 8000
F +91 40 6602 8444
E info-brindia@broadridge.com
www.broadridge.com

Details Of Salary

Name : Mounika Pasham
Position : Member Technical, G2L1

A. Monthly Salary	Rs. / pm	Rs.
<ul style="list-style-type: none">Basic Salary	40309	
<ul style="list-style-type: none">House Rent Allowance	16124	
<ul style="list-style-type: none">Flexible Benefits	10081	66514
B. Standard Benefits		
<ul style="list-style-type: none">Employer Provident Fund	4837	
<ul style="list-style-type: none">Gratuity	1938	6775
Gross Monthly Salary		73289
Yearly Salary		879464
Bonus (12% of Yearly Salary)		105540
Sodexo		15,000
Gross Yearly Compensation		1000000



Oracle India Private Limited
India Development Center
Oracle Technology Park
3, Bannerghatta Road
Bangalore - 560 029, India
Phone +91 80 4107 6000
Fax +91 80 2552 6124

Registered office address:
F-01/02, First Floor,
Salcon Rasvillas Plot no. D-1,
District Centre, Saket,
New Delhi – 110 017
Phone: 91-11- 46509000
Fax: 91-11-40574722
CIN: U74899DL1993PTC051764

Private & Confidential

24 May 2023

Nakka Naga Geetha Krishna

Dear Nakka,

We are pleased to offer you employment in the position of Associate Software Developer with Oracle India Private Limited, IDC ("Oracle") Your base of operation is Hyderabad, India. This offer of employment is made based on India laws.

We offer you a starting compensation as detailed below payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

Components	Amount (INR) p.a
A. Basic salary	605,195.00
B. Flexible Benefit Plan (FBP) **	739,682.00
C. Annual Gross Pay AGP (A+B)	1,344,877.00
D. Company's contribution to PF	72,623.00
Total Gross (C+D)	1,417,500.00

In addition to the above you will be eligible for Gratuity benefit in accordance with the statutory provisions governing payment of Gratuity which may be applicable at the time.

** - Details of Flexible Benefit Plan is provided in the Annexure "*Employment Agreement & Employment Benefits*"

The Company may, at any time, review and/or restructure the Compensation Package.

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of **INR 309,525.16** toward relocation costs under the JAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up the maximum budget amount and within

the parameters of the Relocation Policy.

Oracle has partnered with SIRVA for relocation in Japan, APAC and India. Your manager will initiate your relocation with SIRVA after an Oracle purchase order has been created and approved. You will be contacted by SIRVA within 24 hours of your relocation authorization. If you are not contacted by SIRVA within a few days, please contact your Oracle manager to ensure s/he has completed the necessary steps to authorize your relocation.

Do not take any steps to initiate your own relocation prior to speaking to SIRVA. Doing so may result in a refusal to reimburse associated costs. SIRVA will review the Oracle JAPAC and India Relocation Policy and processes with you and help you manage the relocation budget. Before receiving any relocation assistance you will be required to sign and return a Relocation Agreement (provided and collected by SIRVA).

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement & Employment Benefits, Proprietary Agreement and Disclosure of interest. In addition to these terms and conditions stated in the above documents, there are other company policies and procedures which you agree to observe and follow during your employment with Oracle. These company policies and procedures may be varied from time to time.

This offer of employment is contingent upon no adverse information being obtained during reference checking with previous employers, approval of your employment / immigration pass application (if applicable) and upon satisfactory clearance of criminal check prior to commencement of employment. If you fail any of the above checks, validation or approval process, or do not cooperate or provide assistance in undergoing such checks, validation or approval process, this offer will immediately lapse without any claim against, or liability to Oracle.

This offer is made with the explicit understanding that you will pass the qualifying examination in the first attempt and that you will not have any arrears till the final examination. In the event that you do not satisfy any of the aforesaid conditions, the Company may withdraw its offer of employment and revoke the appointment at any time without compensation. Your on-board date will be at your Hiring Manager's discretion, and the Hiring Manager's decision will be final.

By accepting this offer you confirm that there are no contractual or other legal impediments which may prevent you commencing employment with the Company. Upon acceptance by you, this offer shall form the employment agreement between you and the Company.

On your day of commencement you will be required to sign in all pages including Employment Agreement for our records, a copy of the offer and the Proprietary Information Agreement.

The letter of offer is valid for two (2) weeks from the date hereof for conveying your acceptance and conditional on confirmation by you that you will commence employment on the date specified by your Manager Raja Makanaboina (unless agreed otherwise by your Manager).

This offer will automatically lapse if not accepted within two (2) weeks from the date hereof.

We look forward to having you with us in our team.

Yours Sincerely,
For and on behalf of **Oracle India Private Limited, IDC**



Srihari Beldona
Group Vice President - Human Resources

OFFER LETTER ACCEPTANCE:

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement & Employment Benefits and Proprietary Information Agreement. Those documents can be accessed via the hyperlinks and must be read prior to acceptance of this offer. You will also be required to complete a Disclosure of Interest form.

I acknowledge that I have read and understood the terms of this offer letter. I understand that as a pre-condition of my employment by Oracle, I will also be required to review and accept

- An [Employment Agreement](#) which, together with this offer letter, will constitute my formal contract of employment; and
- A separate [Proprietary Information Agreement](#).

In addition to the terms and conditions stated in the above documents, there are other company policies and procedures which I agree to observe and follow during my employment with Oracle. These company policies and procedures may be varied from time to time at Oracle's discretion.

*Offer letter for candidate Nakka Naga Geetha Krishna
Candidate's response "Accepted" was recorded on May 24, 2023 10:59 PM Singapore
Electronically signed by Nakka Naga Geetha Krishna on May 24, 2023
Electronically signed from 115.98.40.233*



ORACLE

The future starts now

Restricted Stock Grant Addendum

24 May 2023

Dear Nakka,

After you begin employment with Oracle, a request for approval will be submitted to the Board of Directors of Oracle Corporation submitted to grant you restricted stock units (RSUs) of Oracle Corporation common stock pursuant to the Oracle Corporation 2020 Equity Incentive Plan (the "Plan"), the number of which shall be calculated as follows:

\$20,000.00 USD divided by the closing sale price of one share of Oracle Corporation common stock as reported on the New York Stock Exchange on the RSU grant date, rounded up to the nearest whole share.

If approved, any RSU award will be issued according to the Plan under a written agreement and will be subject to qualification under all applicable securities regulations. As long as you remain continuously and actively employed by Oracle or its affiliates, you will receive 25% of the RSU shares per year, beginning one year after the RSU grant date. Please note that there is no guarantee that the value of the shares you receive if and when the RSU shares vest will be equal to \$20,000.00 USD, as the future value of Oracle's common stock is unknown, indeterminable, and may fluctuate between the date of this letter and the grant date, and between the grant date and the applicable vesting dates.

By accepting this offer, you agree to abide by the terms of the written RSU agreement and comply with Oracle Corporation's Insider Trading Policy. We recommend that you consult your personal tax advisor at your own expense regarding the tax implications of your participation in the Plan or if you have tax questions regarding your RSUs.

Oracle grants RSUs on the 5th day of the calendar month following the month of the grant approval or the month of your start date, whichever occurs later. You will be notified once your grant is available to view and accept, typically towards the end of the grant month.

Your participation in the Plan is entirely voluntary and the benefits that are afforded under the Plan do not form an employment contract with Oracle Corporation or its affiliates. The RSUs acquired under the Plan are not part of your salary or other remuneration for any purposes, including, in the event your employment is terminated (for any reason whatsoever), for purposes of computing payment during any notice period, payment in lieu of notice, severance pay, other termination compensation or any similar payments.



Ford Motor Private Limited

Ref No: 7406709

10 January 2023

Provisional Offer Letter

Dear Chityala Nikhila,

We are pleased to inform you that you have been selected for an employment with **Ford Motor Private Limited**.

Your date of joining will be duly communicated by Ford onboarding team subsequently. The terms & conditions of the provisional offer are given below.

Terms and conditions for employment are subject to:

- You should have successfully completed your graduation/post-graduation course in the academic year 2022 - 2023 with 70% aggregate or 7 CGPA
- You will receive the appointment letter prior to onboarding.
- During the initial period of your engagement, you will undergo training to understand Ford specific systems, processes and procedures.
- Your current place of work will be at Chennai. However, you should be flexible to work in any other Ford locations worldwide.
- During your period of service with the company you will receive a salary of **Rs.600025** per annum (Cost to Company), detailed salary break will be provided in the appointment letter.
- This offer letter is provisional subject to change and will not automatically entitle you to claim for an employment till you get the appointment letter.

We welcome you to the **Ford Family** and look forward for a long and mutually rewarding association with you.

For Ford Motor Private Limited

(Authorised Signatory)

I acknowledge that I have received, read and understood all the terms and condition set out in this letter of offer and hereby agree, accept and undertake to abide by all the aforesaid terms and conditions.

Name: Ch.Nikhila

Signature:

Date: 12-01-2023

22 December 2022

OL Number : SKLR22-4739

Dear Chenna pavani,

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development**.

This position is scheduled to begin on **4 January 2023** and will be ending on **13 May 2023**. Your first 10 days of internship shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR 18000 per month and upto 15,000 INR incentives which will vary according to your performance. Your monthly target will be INR 300000. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your training with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your tenure, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in this program is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the training offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 9731420256. Please review this letter in full, and sign and return it via email to hr@skolar.in to confirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful internship. Welcome to our team!


Sincerely,
Muskan Rastogi
Chief Executive Officer
SKLR EDTECH PVT LTD

Other Terms and Conditions

1. During the training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons , you will have to serve a notice period of 1 month or have to pay a compensation equal to 1 month stipend.
3. You will be receiving your full and final compensation post resigning from the company after 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit)..
4. All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
6. Official communication either within the company or outside the company should be through the company Email of your manager only.
7. Post successful completion of the Training tenure, the candidate will be eligible for a pre-placement offer at Skolar, the package shall be depending on performance during the internship (upto 7 LPA for undergraduates and upto 9 LPA for postgraduates).

I, **Chenna pavani**, accept the above offer and will begin the internship position on 4 January 2023.

Name: *Chenna Pavani*

Sign: 



Deloitte Consulting India Private Limited
Unit 201-206, Fairmount, High Street, Hiranandani
Business Park, Powai, Mumbai Suburban, Maharashtra –
400076, India

Tel: +91 022 61137000
www.deloitte.com

May 31, 2023

Ms. Sunku Prahasita

C-Block, C-34 (1st Floor), Hyderabad Estates, Napean Sea Road Near Priyadarshini Park (Pdp), Malabar Hills, South, Mumbai, 400006 India

Subject: Offer of Employment

Dear Sunku Prahasita:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst** based in **Mumbai**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **July 3, 2023**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 600,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **July 3, 2023**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **July 3, 2023**, or an alternative mutually agreed upon date.

Date: 09-Nov-2022

Name: Rachel Shanthy

College: CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY, Proddatur

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Rachel Shanthy,

Welcome to MINDTREE (hereinafter referred as the "Company"). Congratulations on being selected as a GRADUATE ENGINEER TRAINEE. This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (refer annexure 1) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 25,000 pm.**
 2. All payments made to you would be subject to deduction of applicable taxes at source (TDS). Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.
 3. You will also be issued a detailed Letter of Appointment as GRADUATE ENGINEER TRAINEE subject to you meeting the eligibility criteria as mentioned in Annexure-1. Your appointment is in accordance with the Apprentices Act, 1961.
 4. Documents - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer Annexure-2).
 5. Background Verification - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.
 6. If the above terms and conditions are acceptable, kindly acknowledge this GRADUATE ENGINEER TRAINEE Offer Letter by digitally signing this offer within 7 days from the date of receipt of this mail and offer document.
- If you do not digitally sign the offer letter within the above-mentioned period, the aforesaid offer automatically stands cancelled. Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.
7. You are required to register yourself as an apprentice on the apprenticeship portal <http://www.mhrdnats.gov.in> within [7] days from the date of this offer or once your final semester is completed as applicable.
 8. You may be confirmed in 3 months from the effective start date of your employment with the Company. During this period, a prior notice of 7 days shall be applicable, in case of voluntary resignation by the employee. Your employment with MINDTREE will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances, which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Training Program assessments
- Unauthorized absence during the Training Program
- Integrity and other disciplinary expectations

9. All Annexures appended herewith shall form an integral part of this letter.

10. Your engagement with the Company will be governed by the rules, regulations and policies of the Company in effect.

11. The terms and conditions mentioned above are subject to change at any time at sole discretion of the Company and as per business demands without prior notice.

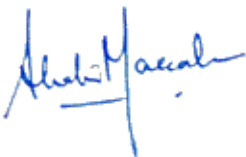
12. According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

13. Post successful completion of 3 months and subject to joining the Company, your annual CTC including all benefits will be as per the details mentioned in 'Annexure-3'.

14. As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining the Company. You are therefore requested to complete the Company training which will be communicated to you separately. Company has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings are critical and the outcomes would have a direct impact on your onboarding.

We welcome you to the MINDTREE family and look forward to a long and fruitful association with you.

Yours faithfully,
For MINDTREE Ltd.



Shalini Macaden
VICE PRESIDENT - PEOPLE FUNCTION

I have read the letter and accept the same.

Rachel Shanthi
Rachel Shanthi (Nov 10, 2022 14:09 GMT+5.5)

Nov 10, 2022

ANNEXURE-1

Qualification	B.E./B.Tech.
Branches:	All Branches
Age Criteria: As on date of Offer	Less than 24 years
Academic Gap:	Academic gap allowed <u>only after the completion</u> of the entire course i.e after SSC/after HSC or Diploma. No Year drop allowed.
Course must complete in:	4 years
SSC, HSC/Diploma (if applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA NOTE: * SSC /HSC should have cleared in <u>FIRST ATTEMPT</u> only. * Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. * For Diploma Holders, <u>final semester</u> should have cleared in <u>FIRST ATTEMPT</u> only. * For candidates pursuing HSC and Diploma(both), marks scored in the Diploma course will be taken into consideration.
Graduation, Post-Graduation Percentages/CGPA:	Aggregate of 60% & Above <u>OR</u> Equivalent CGPA * For the interview process, an aggregate of 60% & above <u>till the results of the last conducted examination</u> will be considered * Aggregate of 60% & above or equivalent CGPA <u>must be obtained</u> after declaration of final semester results Includes aggregate of all semesters AND all appeared subjects (irrespective of the University rule) Conversion from CGPA into Percentage must be calculated as per your respective University norms
Re-attempts/ATKTs/Backlogs/Arrears: (Diploma, Graduation, Post-Graduation)	* No active/live backlogs allowed at the time of the interview process * All backlogs (if any) must be cleared <u>with the final semester exams</u> . All final semester subjects <u>must be attempted and cleared in the First Attempt</u> (No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course) * Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. * This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. * Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.
Nature of Course:	All Full-Time courses Only
Citizenship:	Resident Indian Citizens Only
Your College/Institution MUST be:	UGC / AICTE Approved ONLY
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence
Training phase:	The period of training (classroom/virtual) and the subsequent technology tracks assigned for training are purely subjected to the business requirements. Non-performance during training/on the job phase is subjected to separation from the organization



Mindtree

A Larsen & Toubro Group Company

Eligibility for Maternity Leave:

As per the Maternity Benefit Act, 1961, employee would be entitled for maternity leave if she has worked for a minimum of 80 days in the organization in the twelve months immediately preceding the date of her expected date of delivery



Self-Declaration:

1. I hereby declare that I meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of employment.
2. I am aware that this recruitment process is completely free of cost.
3. I am aware that I may be subjected to immediate action by the company at any time during or after the Interview/Selection/Joining if found hiding any information/producing incorrect information or not meeting all the criteria mentioned above.
4. I am flexible to work at any MINDTREE Development Center/ Customer Site/ Partner premise as per business requirement.
5. I am flexible to work in any technology/domain/work shift assigned to me based on the business requirement

Candidate Signature:

Rachel Shanthy

Rachel Shanthy (Nov 10, 2022 14:09 GMT+5.5)

Name:

Rachel Shanthy

Institute Name:

CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY

Mobile No:

9502834330

Date of interview process:

18-Sep-2022

ANNEXURE-2

Please bring along with you the following documents in original and one copy of the same.

- A. Duly acknowledged copy of the GRADUATE ENGINEER TRAINEE Offer Letter.
- B. Non-Disclosure Agreement.
- C. Two copies of your recent passport size photograph with white background.

Attested copies of the following are required:

- 1. Proof of age.
- 2. SSC/HSC or equivalent examination mark sheets.
- 3. Diploma / Degree mark sheets for all the Semesters/Years.
- 4. Passport first & last page.
- 5. Four-wheeler Driving License.
- 6. Pan card.
- 7. Aadhar card.

You are requested to note that our offer is subject to submitting the above documents.

**ANNEXURE-3****Name : Rachel Shanthi****Salary Grade : C1****Date: 09-Nov-2022**

Components	INR p.a.	INR p.m.
Basic	180,000.00	15,000.00
Bouquet of Benefits*	161,040.00	13,420.00
Statutory Bonus	21,000.00	1,750.00
A. Base Salary (p.a.)	362,040.00	30,170.00
Annual Incentive (p.a.)	0.00	
B. Total Variable (p.a.)	0.00	
C. TTC (p.a.)	362,040.00	
Provident Fund (PF)	21,600.00	1,800.00
Gratuity	8,664.00	722.00
Mediclaime Premium	7,704.00	
D. Retirals & Other Benefits	37,968.00	
Cost to Company (CTC) C + D	400,008.00	



Medical Insurance Premium:

The Group Mediciclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age). Coverage limits are as per company policy

You would also be eligible to be covered under the Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

- 1) Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
- 2) Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA, Conveyance, LTA, Meal Allowance and Adhoc allowance.
- 3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
- 4) The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
- 5) Gratuity payment shall be as per "Payment of Gratuity Act, 1972".
- 6) Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.



Code of Conduct

Summary:

Mindtree Minds are expected to follow a professional code of conduct and work ethics. The intent of this document is to lay the ground rules for professional and disciplined behavior in the office premises and/or at client locations. Mindtree cannot anticipate all situations that may arise during your employment. When in doubt about an appropriate course of conduct, please contact your supervisor or a People Function representative.

Your employment with Mindtree is subject to your acceptance of this Code of Conduct Procedure. All Mindtree Minds are required to read, understand and sign the Code of Conduct procedures when they are hired.

Objective:

To define guidelines on the professional code of conduct and work ethics in the office premises and/or at client locations.

Eligibility/Applicability:

All Mindtree Minds, Mindtree's clients, vendors, partners etc.

Code of Conduct :

The policy details various scenarios under which Code of Conduct is monitored.

1) Personal Interest v/s Mindtree's interest

In day-to-day work scenarios, you could face situations where a possible course of action would advance your personal interests at the expense of the company. In such situations, you are expected to put the best interests of the company first. When in doubt, please check with People Function and/or your Manager.

2) Use of proprietary or confidential information of third party

You should not disclose to Mindtree, bring onto Mindtree's premises or induce Mindtree to use any confidential information that belongs to anyone other than Mindtree or yourself. You are instructed neither to make use of any confidential or proprietary information of a third party in the course of performing your job duties or services, nor include or incorporate any such information with or into any product or work that you create, design, or develop for or on behalf of Mindtree in the course of performing your duties or services unless you have the prior written consent of Mindtree. Reference to 'Mindtree' above includes Mindtree's clients, vendors and partners as well.

3) Office for Profit

Without the consent of Mindtree, you are prohibited from initiating or accepting any work as an Employee, consultant, adviser or as a member of board of directors of any other company. If you wish to seek approval for such outside work, please contact your People Function representative.



4) Vendor relationship

In your capacity as a Mindtree Mind or Consultant, neither you in the capacity of employee nor any of your immediate family members can be a vendor of Mindtree. You shall not accept advice, service, or gifts or presents in kind or cash from a vendor of Mindtree with a value greater than \$25. If you receive any gifts from a vendor with a value greater than \$25, or if a vendor engages in a pattern of offering you small gifts, please inform your reporting manager or ask People Function for guidance.

5) Using Mindtree's time and assets

You should not use Mindtree's or its customers' time or any of its assets for performing outside or personal work. In addition, you should not abet, entice, motivate, help, or coerce fellow employees to use such time and assets for outside or personal work that could reasonably be construed to have a detrimental effect on Mindtree.

6) Personal Relationship

Your spouse or any other member in your immediate family may be working with a competitor or vendor of Mindtree. This calls for extra-sensitivity to confidentiality of Mindtree's information as there is a possibility that the closeness in relationship could lead to inadvertently compromising Mindtree's interest. You are requested to be aware of the potential conflicts that might arise and inform the People Function accordingly.

If you are a member of an Enabling function such as People Function, Finance, IS etc you cannot have an immediate family member employed in another function/role in Mindtree, unless it has been explicitly approved by the head of People Function.

7) Equal Opportunity

Mindtree is an equal opportunity employer and makes employment decisions on the basis of merit. The Company seeks to have the best available individual(s) in every position. Mindtree prohibits unlawful discrimination based on race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by federal, state or local laws.

Mindtree is committed to complying with all applicable laws providing equal opportunities to individuals regardless of race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by law. This responsibility applies to all persons involved in the operations of Mindtree and prohibits unlawful discrimination by any Mindtree Mind, including supervisors and coworkers.

Mindtree prohibits taking negative action against any Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation. Any Mindtree Mind who retaliates against another Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation will be subject to disciplinary action, up to and including termination of employment.

8) Dating/Romantic/Sexual Relationships

Mindtree recognizes that sometimes employees enter into personal relationships in the workplace, and this provision is not intended to prohibit such relationships. However, certain romantic or sexual relationships can interfere with the smooth operation of its business. Some of these relationships can also result in actual or potential disclosure of confidential or sensitive information and can have other detrimental effects. Mindtree reserves the right to determine when a relationship presents a problem in the workplace.



Without limiting its discretion to address problematic relationships or situations, Mindtree offers the following guidelines:

During working time and in working areas, employees must keep personal exchanges limited so that others are not distracted or offended, and so that productivity is maintained. During nonworking time, such as lunches, breaks and before and after work periods, employees may have appropriate personal conversations in non-work areas as long as their conversations and behaviors could not be perceived as offensive or uncomfortable to a reasonable person. Employees are strictly prohibited from engaging in conduct that would be deemed inappropriate by a reasonable person while on company premises, regardless of whether they are working at the time.

Mindtree generally considers employee off-duty conduct as private, as long as the conduct does not create problems within the workplace. Exceptions to this principle, however, involve 1) romantic or sexual relationships between supervisors and subordinates (regardless of the reporting structure) or 2) romantic or sexual relationships between any employee in the People Function or Finance departments and any other employee. Both employees involved in a relationship in either of these categories must immediately disclose to Mindtree the existence of a romantic or sexual relationship. Such required disclosure must be made in writing to People Function. People Function will provide an appropriate form upon request. Failure to make this disclosure may result in disciplinary action up to and including termination of employment. This disclosure will enable Mindtree to determine whether, given the relative positions of the individuals involved, action should be taken.

If Mindtree determines that action must be taken, it may ask one or both of the employees to transfer to another position, location, or project. If a transfer proposed by Mindtree is refused, or if Mindtree determines that the situation cannot be adequately addressed by transfer (or if Mindtree determines that transfer otherwise would not be in the best interests of Mindtree), Mindtree may terminate the employment of one or both employees. Mindtree has the sole discretion to determine whether a problem exists and how to address it. Accordingly, Mindtree is not limited to transfer and discipline/termination as its only options.

9) Personal Behavior

Mindtree expects all Mindtree Minds to be honest and fair in dealing with people, customers, vendors, competitors or others because you are the brand ambassador of Mindtree and your actions help to form others' impressions about Mindtree.

10) Breach of Discipline

As discussed above, Mindtree expects all Mindtree Minds to behave in a professional manner. Listed below are categories of inappropriate conduct that may lead to disciplinary action, up to and including termination of employment from Mindtree (This list is just illustrative and not exhaustive).

"Theft, fraud, forgery, embezzlement, misappropriation; dishonesty, harassment, indecent behavior, sexual advances, suggestive remarks, racial slurs, derogatory remarks/discrimination on - disability, veteran status, national origin, sexual orientation, race, color, religion, political affiliation, sex, or age. The list also includes forwarding/ viewing pornographic material at work or on work computers or other devices, willful insubordination, disobedience, absence without leave, habitually irregular attendance, neglect of work, willful damage of company property, disclosing/divulging trade secrets/confidential information/special processes/methodologies, unfair dealing with parties, false representation/misrepresentation, false recording/reporting of information, drunkenness, riotous behavior, commission of certain criminal offense(s), aiding or abetting any act listed herein, willful breach of law/rule / policy / guideline/procedure, working under the influence of alcohol or illegal drugs, creating/encouraging an offensive work environment, etc."



In the event Mindtree receives information suggesting that you may have engaged in any of the conduct described above, People Function personnel may require you to undergo necessary tests/assessments/inquiry as appropriate. You will be expected to cooperate in any investigation People Function or Mindtree management conducts or directs. Mindtree reserves the right to test Mindtree Minds for drug and alcohol use for cause or when a client requires testing.

11) Usage of Assets

As a Mindtree Mind, you will come in contact with the below mentioned assets as part of your job. You shall not disclose or divulge any of these assets without permission. You also shall not give false information, misinterpret or misquote any of these assets.

Information which can safely be construed as intellectual property or as copyrightable material includes the following -

- Product of ideas and hard work
- Confidential data
- Any business/functional plan
- Personal information
- Design
- Processes and know-how
- Any internal databases
- Patents /application
- Copyrighted material
- Methodologies, Services etc.

You will also ensure that company confidential information is not used for -

- Benefiting a third party,
- Having reciprocal dealings for personal benefits,
- Acquiring pirated, illegal unlicensed software,
- Receiving or giving extensive gifts/presents,
- Following any practices that lead to monopolies or restrict trade,
- Causing any violation of legal or statutory requirements, etc.

Please understand that unintentional disclosure of proprietary information can be just as harmful as intentional disclosure. Hence you are directed not to disclose Mindtree's confidential information to anyone (including fellow employees, if you are unsure of whether to divulge or not) unless otherwise required or permitted by law or directed by Mindtree management.



12) Workplace Etiquettes

Workplace etiquette and housekeeping of personal space is a discipline. You must keep your desk space area clean at all times and should put away any papers, books, files, stationery, etc. when you close work for the day. You must ensure that you maintain minimum noise levels at all times so as not to disturb others. Please be conscious of Mindtree's Green council policy while using company / customer provided resources like printers, stationery, etc.

All Mindtree facilities/ campuses are designated as non-smoking zones. If you wish to smoke at work, please make use of designated smoking areas only.

It is imperative to safeguard the assets (computers, telephones, LCD, etc.) of the company from dishonest, illegal or willfully negligent acts. It is a serious violation to remove any assets from the company or use for personal benefit.

13) Information Disclosure

As a Mindtree Mind, you are expected to maintain the confidentiality of Mindtree's trade secrets and private or confidential information. Trade secrets may include information regarding the development of systems, processes, products, know-how and technology. If in doubt about whether a document or other information should be considered confidential, please contact your supervisor or People Function representative.

Mindtree Minds should not speak to the media on Mindtree's behalf without contacting company spokesperson/public relations personnel. All media inquiries should be directed to them.

You must be aware that Mindtree subscribes to the provisions and guidelines of security controls as defined under ISO 27001 in the current form and with any subsequent changes. In Mindtree, you are expected to adhere to the defined compliance under the security policy. Any breach of information security controls may result in disciplinary action up to and including termination of employment.

14) Information privacy

For privacy related rights please refer to the Data Privacy Policy available in People hub and <https://www.mindtree.com>.

Agreed and Accepted

Signature : 
Rachel Shanthi (Nov 10, 2022 14:09 GMT+5.5)

Name : Rachel Shanthi

Date : Nov 10, 2022



Mindtree – LTI Amalgamation

Dear Rachel Shanthi

We deeply value your decision to consider joining Mindtree and look forward to collaborating with you on building a fast-paced, progressive career for you.

Thanks to our cutting-edge digital transformation work for a growing roster of customers, we have been reporting industry-leading growth for the past several quarters despite an environment of rapid business and technology shifts. Our success speaks to the strength of our business model and the relevance of our strategic direction as an enabler of superior competitive advantage, customer experiences, and business outcomes for some of the world's most pioneering enterprises. We are now ready to take a significant leap forward in further accelerating our industry-acclaimed growth journey with an eye on the future.

In May this year, Mindtree and LTI — both Larsen & Toubro Group companies — announced a merger that will see Mindtree and LTI join strengths to create an efficient and scaled-up IT services provider called **LTIMindtree** and exceeding \$3.5 billion. Mindtree and LTI have delivered market-leading financial performance and created tremendous value for shareholders. Given that recent industry shifts such as the prominence of large deals and preference for end-to-end offerings benefit at-scale players, the two companies have decided that the time is appropriate to combine the strengths of both organizations to serve customers better.

- Significant scale benefits are anticipated through Mindtree and LTI's complementary strengths, resulting in a more robust portfolio of offerings across verticals. Enhanced customer engagement and delivery model through the industrialization of delivery and streamlined value-enabling processes to improve large-deal capabilities. These opportunities will help build stronger partnerships with ecosystem players and, most notably, a more distinctive value proposition for you, including opportunities to take on exciting, new projects and reach greater heights in your career with LTIMindtree.

The transaction is awaiting shareholder and regulatory approvals, and the formal integration will begin after that. Until then, Mindtree and LTI will continue to operate as independent companies.

Thank you once again for considering the offer to join Mindtree. We are excited about the synergies this merger between Mindtree and LTI will help unlock for all our stakeholders. When you join, you will be a part of a dynamic workforce driven by a culture of innovation and growth. We are counting on you to provide further impetus to our industry-leading growth story.

We cannot wait to welcome you onboard.

Best Regards,

Talent Acquisition Team

Mindtree





Mindtree Offer Letter

Final Audit Report

2022-11-10

Created:	2022-11-09
By:	Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAA6G5-WyVRxyVMuDF2jJM6pmdjDcteB1Yv

"Mindtree Offer Letter" History

-  Document created by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
2022-11-09 - 4:14:23 PM GMT- IP address: 20.44.36.221
-  Waiting for Signature by Rachel Shanthi (rachelshanthi2221@gmail.com)
2022-11-09 - 4:14:28 PM GMT
-  Document e-signed by Rachel Shanthi (rachelshanthi2221@gmail.com)
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-  Agreement completed.
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Ford Motor Private Limited

Ref No: 7406929

16 February 2023

Provisional Offer Letter

Dear Ramya Challa,

We are pleased to inform you that you have been selected for an employment with **Ford Motor Private Limited**.

Your date of joining will be duly communicated by Ford onboarding team subsequently. The terms & conditions of the provisional offer are given below.

Terms and conditions for employment are subject to:

- You should have successfully completed your graduation/post-graduation course in the academic year 2022-2023 with 70% aggregate or 7 CGPA
- You will receive the appointment letter prior to onboarding.
- During the initial period of your engagement, you will undergo training to understand Ford specific systems, processes and procedures.
- Your current place of work will be at Chennai. However, you should be flexible to work in any other Ford locations worldwide.
- During your period of service with the company you will receive a salary of **Rs. 600025** per annum (Cost to Company), detailed salary break will be provided in the appointment letter.
- This offer letter is provisional subject to change and will not automatically entitle you to claim for an employment till you get the appointment letter.

We welcome you to the **Ford Family** and look forward for a long and mutually rewarding association with you.

For Ford Motor Private Limited

(Authorised Signatory)

I acknowledge that I have received, read and understood all the terms and condition set out in this letter of offer and hereby agree, accept and undertake to abide by all the aforesaid terms and conditions.

Name:

Signature:

Date:

Deloitte Touche Tohmatsu India LLP

Hyderabad
KRB Towers, Plot no 1 to 4 & 4A
1st, 2nd & 3rd Floor, Jubilee Enclave, Madhapur
500081
Tel: +91 4071253600
Fax: 914071253601
www.deloitte.com

July 6, 2023

Ms Ruchira Bodula
8-1-301/26, Laxmi Nagar Colony,, Shaikpet , Golconda
Hyderabad
Telangana,500008- India

Contact No.: 6304099559

Dear Ruchira Bodula

Congratulations and welcome to the family of Deloitte India.

You have made a favourable impression on us during the interview process! Further to this and based on the credentials you have presented, we are pleased to offer you employment as **Consultant** in the **Risk Advisory** function of **Deloitte Touche Tohmatsu India LLP** (Organization) based in **Hyderabad**.

This letter (Offer Letter) provides you with details of your remuneration and the terms and conditions of your employment.

There are two schedules attached to and forming part of this Offer Letter:

- Schedule 1 – which sets out your remuneration and related particulars; and
- Schedule 2 – which sets out the terms and conditions of your employment with the Organisation.

Please bring along with you the original documents specified per list attached, to enable our talent team representative to complete the joining formalities.

Please sign a copy of this Offer Letter in acceptance and return it to us no later than 3 working days from the date of this Offer Letter. You will appreciate if we do not receive your acceptance within this period, our offer will stand withdrawn.

Once again, everyone you have interviewed with, joins me in extending to you congratulations and warm regards. We look forward your joining our team, if you wish to discuss any detail of this offer please feel free to contact us. We look forward to your joining and having a great career with Deloitte, and contributing to making an impact that matters.



Authorised Signatory

Badari Narayana

Encl.: Schedules referred to above and the documents list.

I accept employment with the Organisation on the terms and conditions set out in this Offer Letter, a copy of which I confirm I have received.

Name: **Ruchira Bodula**

Signature: _____

Date of Signature: _____

Schedule 1

Offer Letter: Dated **July 6, 2023** issued to **Ruchira Bodula** (Employee)

1. Employee Related Particulars

Designation	Consultant
Career Level	Senior Exe
Business/Service Line	Risk Advisory

You are required to join the services of the Organisation at the earliest, but in any case, not later than July 17, 2023 or any other date approved by the Organisation in writing, failing which this offer shall automatically stand cancelled. Your employment with the Organisation shall commence on the date of your joining the Organisation and shall be subject to the terms and conditions stated in this letter along with the enclosures.

This offer is subject to your successful completion of your Graduation degree in first attempt, satisfactory reference check & verification of the information provided by you in your CV & Employment Form and any other forms or documents under which you have provided information to the Organisation.

On the Employment Start Date, please meet our Talent Representative at the following address at 9:30 AM:

Deloitte Touche Tohmatsu India LLP
Hyderabad
KRB Towers, Plot no 1 to 4 & 4A
1st, 2nd & 3rd Floor, Jubilee Enclave, Madhapur
500081

2. Remuneration

2.1 Fixed Remuneration

Upon joining the Organisation, your total annual fixed Remuneration for the year is INR **₹610,000.00**.

The break-up of the total annual fixed Remuneration shall be as set out at item 2.2 of this Schedule 1 below. The Remuneration shall be prorated if for part of an applicable period.

2.2 Remuneration Structure (all amounts in INR)

Fixed Remuneration	Annual	Monthly
Basic	₹305,000.00	₹25,417.00
House Rent Allowance	₹122,000.00	₹10,167.00
Education Allowance	₹2,400.00	₹200.00
Personal Allowance	₹73,583.00	₹6,132.00
Work from home Allowance	₹15,000.00	₹1,250.00
Monthly Gross	₹517,983.00	₹43,165.00
Lunch Allowance	₹24,000.00	₹2,000.00
Organization's Contribution to PF	₹36,600.00	₹3,050.00
Total	₹578,583.00	₹48,215.00
Claimable Components	Annual Amount	To be Claimed
Reimbursement of Telephone Expenses	₹6,000.00	₹500.00
Leave Travel Allowance	₹25,417.00	₹2,118.00
Total Claimable	₹31,417.00	₹2,618.00
Total Fixed Remuneration [A]	₹610,000.00	₹50,834.00
Organisation's contribution towards wellbeing [B] (refer section 2.3 (a))	₹15,830.00	-
Gratuity [C] (refer section 2.3 (b))	₹14,671.00	-
Performance Incentive [D] (indicative) (refer section 2.4)	₹91,500.00	-
Indicative Cost to Company [A+B+C+D]	₹732,001.00	-

2.3 (a) Organisation's contribution towards wellbeing

This is an indicative annual amount that the organization invests towards your insurance and other wellbeing related benefits.

2.3 (b) Gratuity

This is an indicative annual amount based on the fixed remuneration as specified in section 2.2. The actual amount of gratuity shall be determined and become payable as per the applicable law.

2.4 Performance Incentive (indicative)

Subject to section 4.1, Performance Incentive as specified above in section 2.2 is the average Performance Incentive at your career level and the actual payout may be higher or lower basis your performance for the particular year. Also, this average amount is an estimate based on actual payouts over the last two years. Further, Performance Incentive is discretionary and dependent upon the employee's performance during the relevant year as well as the Organization's and business performance as assessed by the Organization's management. Where an employee has worked only for part of the assessment period, Performance Incentive will be prorated and shall be applicable on Total Fixed Pay as the basis for all calculation. Your performance will be formally assessed as a part of the Annual Performance Review process and the actual paid amount may be below or above the indicated range depending upon the organization, business and individual performance. The payment of Performance Incentive is also subject to applicable tax deductions and statutory levies and any changes in the employment laws from time to time.

2.5 Benefits

(a) Medical Insurance Coverage: Employee & Employee's spouse, plus up to 3 dependent children. The insured amount for the persons covered will be in accordance with the Organisation Policy applicable at the relevant time.

(b) Group Personal Accident Insurance Coverage: Applies only to Employee and does not cover the Employee's family. The insured amount will be in accordance with the Organisation Policy applicable at the relevant time

(c) Life Insurance Coverage: Applies only to Employee and does not cover the employee's family. The insured amount will be in accordance with the Organisation Policy applicable at the relevant time.

(d) Maternity Benefit: Where applicable, benefits will be as per the Maternity Benefits Act 1961 (as amended) and Deloitte's Maternity Benefit Policy.

3. General Terms and Conditions for Remuneration and/or Benefits

The following are the general terms and conditions that apply to the Remuneration and Benefits set out in this Employment Contract:

3.1 Remuneration payable under the Employment Contract (including, for the avoidance of doubt, its structure or components or any of the benefits) are subject to Organisation Policy applicable at the relevant time(s). Any of these may from time to time be revised, modified or replaced by the Organisation.

3.2 Certain payments or benefits require that you must be in the employment of the Organisation at the time of payment. These will be either set out in this Employment Contract or as applicable under the Organisation Policy for such payments or benefits at the relevant time.

4. Clarification as to Remuneration and/or Benefits

Under the current Organisation Policy, the clarifications with respect to Remuneration and/or Benefits are set out below:

4.1 Performance Appraisal and Performance Incentive

The performance year under the current Organisation Policy is June through May of the immediately succeeding calendar year (Performance Year). Following a review of your performance during the performance years, as a part of the Organisation's performance appraisal process your fixed pay may be revised and/or a one-off (for the relevant year) Performance Incentive may be agreed to be paid. Candidates joining the Organisation after 1 March but before 31 May in a Performance Year will not be eligible for fixed pay revision and Performance Incentive in appraisal cycle for the Performance Year of joining.

The revision of your fixed pay and Performance Incentive are non-committed portions of the Remuneration and are dependent on the Organisation Policy, your performance

during that year as well as the Organisation's performance as assessed by the Organisation's management and will be prorated according to the tenure of your association with the Organisation during the performance year.

(a) Under the current Organisation Policy:

(i) Your fixed pay revision (where made) will:

(A) Be effective from June 1 based on your performance assessment if you join before March 1 of the preceding performance year.

(B) Be applied to the fixed pay, and will be prorated according to the period spent with the Organisation during the performance year.

(b) Performance Incentive will be subject to the Organisation's performance and discretion. The Performance Incentive will be applicable for the performance year of the Organisation ending May 31st. In order to receive Performance Incentive, staff and practitioner must be an active Deloitte employee and not serving notice period or not resigned from the employment until the close of the working hours on the September 30th or the date of disbursement / payment of the Performance Incentive, whichever is later. Where the staff or practitioner has worked only for part of the assessment period and eligible for review of Performance Incentive, Performance Incentive will be prorated.

4.2 Telephone Reimbursement

Manager and below – If your remuneration structure offers reimbursement of telephone expenses, you can obtain reimbursement of expenses incurred on telephone and mobile against valid original bills (i.e. original bills for the period you are in employment with the Organization issued in your name within the same financial year in which the claim is made). Any amount that is not supported by valid original bills will be paid along with salary for March, subject to deduction of tax at source.

For Senior Manager and above - one mobile connection, registered in your name, and used as the primary means of work related communication expenses are reimbursed at actuals subject to approvals

4.3 Lunch allowance

If your remuneration structure offers lunch allowance, you will be paid INR 2000/-

per month as Lunch allowance. However, the employee has a choice to opt for 'Food Card', which will be subject to KYC norms and prevailing tax rules.

4.4 LTA (Leave Travel Allowance)

Leave Travel Allowance will be payable as per the Organisation Policy applicable at the relevant time.

4.5 Organisation's contribution towards Provident Fund (PF)

The Provident Fund membership begins on the Employment Start Date, subject to the Employee joining the Organization. Unless otherwise permitted by law, the Employee shall continue to be a member of the PF during the tenure of the Employee with the Organisation.

4.6 Parents or In-laws Medical Insurance Extension

If the Employee wishes, she or he may opt to include the employee's parents or parents-in-law under the floating group medical insurance policy by notifying the Organisation's human resource team within 10 days of the Employment Start Date. The Employee will have to bear and pay for the whole of the premium for such additional coverage from the Employee's own funds.

4.7 Annual Leave Entitlement

Under the current Organization Policy, the annual leave entitlement is 22 working days per financial year (April through March). Where the Employee has not worked for the full financial year, annual leave will be prorated.

4.8 Work From Home allowance:

Work From Home allowance will be payable as per the Organisation Policy as applicable. This allowance will be payable similar to other salary components. The eligibility amount of allowance will be pro-rated from your date of joining till the end of the financial year i.e. 31st March.

Schedule 2

Employing Entity: The Deloitte Entity specified in the Offer Letter (we, our, us or Organisation) Employee Name: The person named in Schedule 1 as employee (you, your or Employee)
--

Terms and Conditions of Employment

1. Your Employment Contract

1.1 You voluntarily agree to provide services to the Organisation as its employee in accordance with the Employment Contract and the Organisation Policy. Your employment with the Organisation is "at will"; either you or the Organisation may terminate it in accordance with this Employment Contract or Law.

1.2 Your employment commences on the Employment Start Date set out in Schedule 1.

1.3 Your designation, position/career level, business and location at the Employment Start Date are stated in Schedule 1. The Organisation may change any of these from time to time by a written notice to you. If you do not report for work on the Employment Start Date, this Employment Contract will stand automatically withdrawn and cancelled, unless the Organisation expressly agrees otherwise in writing.

2. Employment Conditions

2.1 Medical Fitness

- (a) Your employment with the Organisation is at all times conditional upon your being medically fit to perform the services for the Organisation.
- (b) You agree to notify the Organisation in writing promptly if there is any change in your health condition that renders you medically not fit to perform your work for the Organisation.
- (c) The Organisation may at any time require you to undergo medical examination(s) by a medical practitioner of the Organisation's choice. You consent to the Organisation maintaining copies of the documents, reports and medical examination results and use them as necessary in relation to your employment with the Organisation. You acknowledge these records may continue to be maintained by the Organisation even after your employment ceases.

2.2 Background Verification

- (a) The Organisation has agreed to enter into this Employment Contract on the basis of the information provided by you. You affirm that each item of information provided by you: (i) for the purpose of seeking employment with the Organisation; or (ii) in the course of your employment with the Organisation; is substantially true, accurate and not misleading. The information referred to in this paragraph 2.2(a) is called Employee Information. You will without undue delay notify the Organisation in writing of any changes to the Employee Information.

(b) While the Organisation may rely on your affirmation as to the veracity of the Employee Information, the Organisation reserves the right to have your Employee Information (including background) verified. For this purpose, you give your consent to the Organisation conducting verification checks whether by itself or through service providers and for sharing the Employee Information with the persons involved in conducting the verification checks.

2.3 Compliance with Professional Standards and Law

Where your services comprise or include any professional services to which any regulatory or professional standards apply, you shall in the performance of your services under this Employment Contract, comply with all such standards. You will perform your services at all times in compliance with Law. Further, where you have been employed on the basis of your professional qualification and/or membership, your employment with the Organisation continues to be subject to your maintaining the necessary professional qualification and/or membership.

3. Probation (where applicable)

Under the current Organisation Policy, those joining the Organisation at the level of “Manager” or below will be on probation for a period of: (i) 3 months for Manager or Deputy Manager, (ii) 6 months for Assistant Manager or below, from the Employment Start Date. During the probation period, either you or the Organization may terminate your employment at any time for no cause by giving the other a prior written notice of 2 month. If the Organisation finds your work satisfactory during the probation period, the Organisation will notify you in writing confirming your employment. While you will be on probation basis your level, from the Employment Start Date, unless communicated otherwise by the Organisation, you will be considered as confirmed from the next day of the respective probation end date. Standard probation extension will be for a period of 2 months. If the Organization does not issue a letter confirming your employment post 2 months’ probation extension period, your employment shall stand terminated at the end of 1 month (deemed notice period) post this extension without any further notice.

4. Location, Work Hours, Etc.

4.1 Your current base is at the location specified in Schedule 1. You will present yourself to perform your work at the designated place that the Organisation may notify you from time to time. You may be asked to undertake work related travel or stay outside the city of your current base. Unless otherwise notified, you will generally be governed by the working hours, weekly off and holiday schedules applicable to your current base. The Organisation may by a general or specific written notice revise the working hours, holiday schedules, weekly off and other terms relating to your employment.

4.2 You may avail of leave in accordance with the Organisation's Policy as applicable at the relevant time, subject to your obtaining necessary approvals. You will act reasonably in seeking leave of absence and will endeavour to minimize the impact of your absence on the Organisation's operations. Where practicable, you will avoid an overlap of your leave plans with those of others in your department, function or project.

4.3 The Organisation may ask you to go on 'gardening leave'. If that is the case, you will ordinarily not remain present at your designated place of work, unless the Organisation specifically requests you.

5. Transfer, Deputation, Etc.

The Organisation may depute you, or transfer or second your services to other Deloitte Entities or other third parties including Clients (Recipient Organisation). In any such case: (a) you shall, without limiting your obligation to comply with Organisation Policy comply with all applicable policies, codes and requirements of the Recipient Organisation (Recipient Organisation Requirements); and (b) you may be required to follow the working hours, weekly off and holiday schedules as followed by the Recipient Organisation during the period of such deputation, transfer or secondment. For the avoidance of doubt, Recipient Organisation Requirements include, without limitation, confidentiality, information security, ethics, health and safety requirements.

6. Remuneration

6.1 Your remuneration and benefits at the Employment Start Date as are set out in Schedule 1 (Remuneration). Your Remuneration is all that the Organisation must pay you for your performance of the Employment Contract (including your grant of rights in favour of the Organisation under this Employment Contract). Remuneration shall be prorated if for part of an applicable period. You are eligible for the relevant benefits forming part of the Remuneration only during the tenure of your employment with the Organisation. Unless otherwise expressly agreed to in writing by the Organisation, you must be in the employment of the Organisation to receive the relevant items of Remuneration at the time of remittance.

6.2 Non-committed or discretionary payments are not due to you unless for the applicable performance year or period the Organisation expressly agrees in writing to pay you. You acknowledge you may need to fulfil certain eligibility conditions as are applicable under the Organisation Policy in order to be eligible to receive certain non-committed or discretionary payments.

6.3 Subsequently the Organisation may revise your Remuneration (including the Remuneration structure) by a written notification. Unless so revised, the latest Remuneration that the Organisation has agreed to pay you in writing will apply.

6.4 At the time of payment of Remuneration, the Organisation may make the following deductions:

(a) any amount that the Law requires the Organisation to deduct (including any taxes, statutory levies and imposts);

(b) any amounts that you may owe the Organisation;

(c) amounts set out in clause 10.3.

You expressly consent to these deductions, authorize the Organisation to make such deductions from payments to you, and acknowledge that the Organisation's making of such deductions do not to operate as limitation of your liability or the Organisation's rights to recover the amounts due from you.

6.5 Your Remuneration includes all amounts, items and benefits that the Law requires the Organisation to pay you (Mandatory Payments). If Law changes subsequently requiring the Organisation to make any specific Mandatory Payments to you during the term of your employment, the Organisation shall be entitled to re-adjust the components of your Remuneration such that the Organisation's total outgo on account of your Remuneration (including the specific Mandatory Payments) for the applicable period remains unchanged.

6.6 Information about the terms of your employment including, especially, your Remuneration is confidential. You may not at any time directly or indirectly disclose your Remuneration information to anyone, except: (a) your reporting manager or the relevant partner or human resource team; (b) those who have a legitimate need to know with regard to your employment; or (b) to the extent you need to disclose in order for you to comply with law, regulation, or order of a judicial, statutory or other authority having jurisdiction over you.

7. Retirement or Other Benefits:

7.1 Where required by Organisation Policy or Law, you will be required to contribute to the retirement and other benefit scheme(s) in force at the relevant time. You consent to

the Organisation deducting from your Remuneration all such contributions.

7.2 Where the Organisation has set up trust or arranged for retirement contributions to be managed by a trust (including those by government), you acknowledge that those benefits may only be claimed by you in accordance with the applicable scheme. To that extent, you discharge the Organisation as to payment of those parts of Remuneration.

8. Reimbursement of Business Expenses

8.1 The Organisation will reimburse you for expenses incurred by you for the Organisation's work, provided (a) you have obtained the Organisation's consent before incurring such expenses; and (b) you have complied with Organisation Policy for the business expenses.

8.2 The Organisation may at its discretion make an advance payment to you against proposed business expenses. You must properly account for (including by way of production of valid bills or other supporting documentation in respect of) the utilization of the advance payment within the time specified in the Organisation Policy. You authorize the Organisation to deduct from your Remuneration all advances that have not been properly accounted for by you.

9. Taxes

You will be solely responsible to account for your Remuneration and comply with all applicable tax laws in respect of your Remuneration, except that where Law requires the Organisation to deduct income tax and/or statutory levies, the Organisation will make such deduction and pay you the balance Remuneration. With respect to any such deduction, compliance with Law will operate as a discharge of the Organisation's obligation to pay the part of the Remuneration comprised in the deduction.

10. Organisation's Assets and Facilities

10.1 For performing your duties under this Employment Contract, the Organisation may during the term of your employment:

(a) Provide you with, make available or give access to, property (including, without limitation, equipment, devices, vehicles, ideny cards, access cards, access to software licences, information, subscriptions to services (including those of telephone and data)) whether or not owned by the Organisation or third parties it deals with (together, Organisation Assets); and

(b) Extend to you facilities including, without limitation, office space, desk space, memberships, subscriptions, guest houses, etc. whether or not owned by the

Organisation or third parties it deals with (together, Facilities).

10.2 You may use each such Organisation Assets or Facilities only as necessary for you to perform work for the Organisation, unless in specific instances the Organisation expressly agrees otherwise in writing with you. You will comply with Organisation instructions with regard to use of them.

10.3 You shall make good any damage to the Organisation Assets or Facilities or loss to the Organisation caused by you or due to your failure to take reasonable care of any of them. In addition to any other rights the Organisation may have, you authorize the Organisation to deduct from your Remuneration the costs of repairing, restoring or replacing the Organisation Assets and/or Facilities or the loss incurred by the Organisation due to such damage or wrongful use.

10.4 The Organisation may at any time ask you to stop using the Organisation Assets and/or Facilities and/or hand over control of any of them to the Organisation. You shall promptly comply with such instructions of the Organisation.

11. Term and Termination, Retirement

11.1 Your employment will continue to be in force until the earlier of: (a) your reaching your age of retirement or, if applicable, superannuation – in each case in accordance with Organisation Policy; (b) termination of this Employment Contract in accordance with the provisions of this paragraph 11.

11.2 The Organisation may terminate your employment:

(a) Forthwith, if at any time the Organisation becomes aware that any of your Employee Information is materially false or inaccurate or is invalid. In such a case, the Organisation may at its sole discretion: (i) consider your employment void right from the beginning (in which case you shall return promptly on the Organisation's demand all Remuneration paid by the Organisation to you); (ii) terminate your employment; and/or (iii) take such other lawful action as it may consider necessary.

Even if the Organisation exercises its rights under this Agreement, the Organisation's rights as relevant under paragraphs 6.4, 6.5, 7.2, 9, 10.3, 11.2(a), 12.4, 13, 14, 16, 17, 18, and 20 shall continue to be in full force and operate in favour of the Organisation.

(b) for no cause by giving you a prior written notice of at least 3 months or paying you proportionate Remuneration for any shortfall in such notice period.

(c) forthwith if you: (i) breach Law and/or Organisation Policy; (ii) cause damage to the Organisation Assets or Facilities or loss to the Organisation; (iii) conduct yourself in a manner (or circumstance arise with regard to you) such that the Organisation, acting reasonably, considers it detrimental to its interest for you to continue in employment; (iv) cease to hold the necessary professional qualification and/or membership on the basis of which you were employed; (v) you are medically not fit to perform your work (where you have not remained present for work for a period exceeding an aggregate of 60 days in any calendar year for medical reasons, the Organisation may at its discretion deem that you are not medically fit to perform your work).

The Organisation is not obliged to pay you any Performance Incentive if the Organisation has terminated your employment in accordance with this paragraph 11.2(c) and you irrevocably agree to forfeit any such amounts.

11.3 You may resign from the Organisation's service by giving the Organisation a prior written notice of at least 3 months.

11.4 Where the Organisation considers necessary, the Organisation may suspend your employment by a written notice to you. You acknowledge this is in addition to any other right that the Organisation may have.

11.5 Promptly on the Organisation's request and in any case before ceasing to be the Organisation's employee, you shall: (a) return, handover or give effective control to the Organisation of: (i) all Organisation Assets and Facilities; and (ii) copies of Confidential Information; in each case, as have been entrusted to you or to which access has been provided to you or which are otherwise in your possession or control or which ought to have been in your possession or control; and (b) do a proper handover of the matters you were responsible for.

12. Conflict of Interest

12.1 You will devote your whole time and attention to your employment and work in a professional manner and at all times act in the Organisation's best interests. During the term of your employment, you shall not undertake or participate in any business, work, or other activity, including, without limitation, taking any role such as director, trustee, partner, etc., in any other entity whether or not for remuneration as may (in the Organisation's sole discretion) conflict, interfere or compete with the Organisation's interests or business.

12.2 You shall not divert to yourself or anyone other than the Organisation any business

or benefit that is rightfully due to the Organisation or which you have become aware of only through your employment with the Organisation.

12.3 You understand that your actions may impact the Organisation's reputation. You shall therefore at all times act in ethical manner and take all reasonable care not to bring disrepute to the Organisation through your conduct.

12.4 During the term of your employment and for at least 1 year thereafter: (a) you shall not induce or encourage any employee, contractor or service provider of the Organisation to terminate their engagement with the Organisation; (b) you shall not solicit or entice away any employee, contractor or service provider to provide services to you or anyone nominated by you.

13. Confidentiality

13.1 For the purpose of this paragraph 13, Information means information not excluded by paragraph 13.3 below and which is contained in or comprising any: (a) concepts, ideas, tools, trade secrets; (b) technical, financial, professional, commercial and business information and plans; (c) software (including source codes), software applications (including what is commonly called "apps"), documentation, writings, computer outputs, data, diagrams, specifications, models, samples; (d) know-how, processes, methodology, flow-charts, designs, products, services, utility models, prototypes, proofs of concept, proprietary information or other information, including Intellectual Property; and other documents, information and material whether written or oral of a business, of whatever nature in any way concerning, pertaining to or connected with the Organisation or other Deloitte Entities or any Client or third parties that the Organisation may from time to time deal with.

13.2 You acknowledge that as between you and the Organisation, the Information belongs to the Organisation. You agree: (a) to hold the Information in complete confidence and not disclose any part of it to any third party except with the prior written consent of the Organisation; (b) not to use the Information for any purpose other than as necessary for you to perform your work for the Organisation; (c) to use reasonable effort to prevent unauthorized access or use of the Information; (d) not to remove from the Organisation premises any Information held in tangible form or on any storage system or equipment; (e) directly or indirectly copy or allow others to copy to any media the Information or otherwise take any such copy outside the Organisation premises, Systems or environment, except to the extent necessary for you to perform your work or as permitted by this paragraph 13.2; (f) to hand over to the Organisation on request and in any case immediately before you cease to be an employee, all copies of the Information held by you or in your possession in tangible form and where those are held in electronic form, you shall after handing over copies or control of them to the Organisation's nominee, irretrievably delete all copies of the Information if held by you,

without retaining any copies in your possession, custody or control, whether electronic or otherwise, and will on our request sign an undertaking confirming such return/deletion at the time of cessation of your employment; (g) unless precluded by the relevant authority, promptly notify the Organisation both verbally and in writing upon becoming legally compelled to disclose any of the Information so that the Organisation may seek a protective order or other appropriate remedy. If such order or remedy is not available in time the obligation of confidentiality shall be waived to the extent necessary for you to comply with the law.

13.3 The confidentiality obligations set out in this paragraph 13 above do not apply to information which: (a) is, at the time of the disclosure or subsequently becomes, generally known to the public through no default of yours; (b) you can prove has become rightfully known to you from a third party otherwise than in breach of law or confidentiality obligations; (c) you are able to prove was lawfully in your possession prior to its disclosure by the Organisation; or (d) you can prove is independently developed or created by you without reference to the Information.

13.4 You agree that financial remedies may be inadequate for your breach of this paragraph 13. Accordingly, the Organisation shall be entitled to injunctions, specific performance or other equitable relief for any threatened or actual breach of this paragraph 13 by you.

14. Intellectual Property Rights

14.1 For the purpose of this paragraph 14:

(a) Intellectual Property means all materials and intellectual property and assets pertaining or belonging to the Organisation or created, invented, developed, collated or compiled by you. Without limitation, Intellectual Property includes mask work rights, rights in databases, moral rights and any other intellectual property whether or not any of it is capable of being registered as such.

(b) Intellectual Property Rights means copyright and future copyright and neighbouring rights, patents, trademarks, trade names, brands, brand features, trade dress, rights in designs (including registered designs and design rights), copyright (including rights in computer software and moral rights), database rights, rights in know-how and all other rights resulting from intellectual activity in the industrial, scientific, literary or artistic fields, in each case whether registered or unregistered and whether or not capable of being registered, including applications for grant of any of the foregoing and all rights or forms of protection having equivalent or similar effect to any of the foregoing which may subsist anywhere in the world now or in the future.

14.2 If in the course of your employment you create, make or discover or participate in the creation, making or discovery of any Intellectual Property, you: (a) will promptly make complete written disclosure of such Intellectual Property to the Organisation; and (b) acknowledge that all such Intellectual Property comprise "works for hire" or "works created in the course of employment" and in any case belong exclusively to the Organisation or its nominee.

14.3 You shall do all things necessary to ensure that all Intellectual Property Rights in the Intellectual Property created by you vest exclusively in the Organisation. Accordingly, without limitation, you shall do the following at the Organisation's request and expense: (a) execute necessary documents, declarations, waivers, or written communications (including, powers of attorney or letters of authority in favour of the Organisation and/or its nominees to make applications for registration of such Intellectual Property in the Organisation's name and/or enforcement of the Organisation's Intellectual Property Rights in the Intellectual Property); (b) join the Organisation (at its expense) in any action that the Organisation may take to perfect or enforce the Organisation's rights in the Intellectual Property (and you acknowledge that the Organisation will be exclusively entitled to retain the benefits of any such enforcement action).

14.4 The Organisation's Intellectual Property Rights in the Intellectual Property covered by this paragraph 14, shall not be limited, impaired or extinguished by any non-use of any of them. The provisions of this paragraph 14 survive any expiry or termination of this Agreement or cessation of your employment.

14.5 Subject to paragraph 11.2(a) the Remuneration set out in this Agreement includes the full consideration (present and future) for the Intellectual Property Rights in favour of the Organisation set out in this paragraph 14. Without limitation, there are no royalties or any other payments that are payable by the Organisation to you in relation to the matters set out in this paragraph 14.

14.6 With respect to the Intellectual Property vested in the Organisation under this paragraph 14, you shall not do anything that is inconsistent with this paragraph 14 or otherwise take advantage of the legal possibility of staking a claim or asserting any rights in the Intellectual Property. To the extent you have moral rights in any Intellectual Property you waive all such rights to the fullest extent permitted by Law. To the extent Law does not permit such waiver, you undertake not to exercise your moral rights in a manner inconsistent with this paragraph 14.

15. Third Party Information and Property

You agree that in the course of your employment, you shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior

written authorization of such employer, person or entity and the prior written consent of the Organisation. If you use or disclose any such confidential information or intellectual property without prior consent, and any of the Deloitte Entities become the subject of any claim from a third party regarding such unauthorized use or disclosure, you agree to hold harmless and indemnify the Deloitte Entities for any legal defence costs and/or damages related to any such claim. You acknowledge that in the event of a breach of this paragraph, in addition to any other rights that the Organisation may have, you may be subject to disciplinary proceedings.

16. Authorization to Access Systems and Electronic Communications

16.1 You understand that while employed with the Organisation, you will use and have access to the Systems. You also acknowledge that a Deloitte Entity has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose your Electronic Communications and information from (or about) you and the content, without notice to you, and that such Electronic Communications are considered part of a Deloitte Entity's business and records and are not to be considered private or personal to you or any other Personnel. You further acknowledge that this right extends to Electronic Communications transmitted for either a business or personal purpose. You agree that you are authorized to access the Systems only for approved business purposes and occasional personal use if such use does not interfere with your work responsibilities and other required business activities, business operations, or Systems performance. However, you also acknowledge that such occasional personal use does not create an expectation of privacy as to any of your personal Electronic Communications and, as such, are Deloitte Property. You further acknowledge that you are not authorized to use the Systems for personal gain or any illegal or unethical use.

16.2 You agree that under no circumstances are you authorized to access any of the Systems for the purpose of: (a) obtaining Deloitte Property for any third party not authorized by the Organisation (including, without limitation, competitor of a Deloitte Entity); (b) transmitting Deloitte Property to you (e.g., emailing Confidential Information to your personal email address) or to a third party for purposes other than furthering the business objectives of a Deloitte Entity; (c) transferring, storing or otherwise transmitting any Confidential Information to any cloud or other similar or technically or operationally equivalent storage which is not managed or administered by a Deloitte Entity. You are not authorized to access the Systems to download a Deloitte Entity's Confidential Information or other Deloitte Property to removable media such as a compact disk (CD), digital versatile disk (DVD), or thumb drive other than as authorized for furthering the business objectives of a Deloitte Entity. You agree, upon request from a Deloitte Entity that is based on its reasonable belief that (i) you may have Deloitte Property in electronic form in your possession, custody or control or (ii) you may not be in compliance with one or more professional requirements, rules, regulations, policies or practices applicable to the Organisation's employees, to allow a Deloitte Entity to inspect any of your personal or home computers, including smart phones, or tablet computers, or

any device, media or location capable of storing electronic data, to determine whether any Deloitte Property resides on such computers, devices, media or locations and to permit a Deloitte Entity to remove such Deloitte Property.

17. Organisation Policies, Law, Etc.

17.1 In the course of your work you shall comply with: (a) Law; and (b) all of the Organisation's codes, policies, rules, regulations and terms as applicable or amended from time to time (together, Organisation Policy). The Organisation Policy includes, without limitation, those on code of conduct and ethics; dress code; prohibition of insider trading; gifts, entertainment and hospitality; anti-bribery and corruption; policies set out in the Deloitte Policy Manual (DPM); and independence and managing conflicts. The Organisation Policy may be suitably communicated to employees through available mediums (including those via the Organisation intranet) and may be revised by the Organisation from time to time. To the extent of any conflict between this Employment Contract and any Organisation Policy, the stricter requirement in favour of the Organisation as between the two shall apply. Without limiting the generality of the foregoing, you especially acknowledge that since the Organisation provides professional services, independence and conflict checks are highly important and agree to comply with the Organisation Policy on independence (currently, DPM 1420) and prohibition on insider trading which currently require that:

(a) You will use the Independence Monitoring System (whenever required as per the Organisation Policy on independence). You especially waive the right to privacy in relation to the use of the Independence Monitoring System, insofar as necessary to allow the system to operate effectively, and to allow inspection and monitoring of the information entered into it, limited to the extent not prohibited by Law.

(b) The Organization as a Deloitte Entity is required to comply with external regulatory and/or professional standards. In accordance with the same, as a condition to your joining the Organization and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis, the details of which are provided in Section 1420 - Independence Policy of DPM. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question.

(c) The representations made by you will be subject to an audit and may be reviewed by the Organization's representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to the employer's internal audit team. Please be assured that the Organization fully

intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to the Organization to use the information provided by you for such purposes as provided in the policies.

(d) The requirements of certain independence matters will continue to apply after you ceasing to be an employee in accordance with Independence Policy. In terms of these requirements, you need to obtain approval from the Organisation's Director of Independence (DOI) before accepting any employment relationship (including directorships) if the prospective employment relationship (including directorships) is with an audit client (including related entities of such audit client), till completion of one audit subsequent to the period, when you have rendered professional services to such audit client (including related entities of such audit client) and the audit report has been filed with the relevant regulatory authorities. You acknowledge this is to ensure compliance with the applicable cooling-off period independence requirements.

(e) In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s), you may be subject to disciplinary action, including and up to termination of employment with the Organization.

(f) The following restriction shall continue to apply to you after termination of employment:

(g) To be in compliance with Organisation's Code of Conduct for Prevention of Insider Trading and the applicable insider trading regulations, you need to refrain from trading in the securities on any listed or proposed to be listed entity in relation to which you had access to Unpublished Price Sensitive Information and in respect of which the trading restrictions continue after the date of you ceasing to be the employee. Capitalised terms to have the meaning given to them in the applicable Organisation Policy.

17.2 You acknowledge it is your responsibility to: (a) understand the Law applying to your work and, where necessary, seek guidance from your manager or the Organisation management; and (b) update yourself of the Organisation Policy as applicable.

17.3 The Organisation may request you for your written acceptance of Organisation Policy or enter into specific agreements, undertakings, confirmation or declarations with respect to any of the Organisation Policy. You understand that these are only for record and regardless of your providing the Organisation with written acceptance, the Organisation Policy applies to you.

18. Personal Information and Sensitive Personal Information

In addition to paragraph 2.2, you authorise and permit the Organisation to share your personal information and, where required, sensitive personal information with other Deloitte Entities, Clients or any other third party as may be reasonably required for the purpose of or in connection with the conduct of the Organisation's professional business.

19. Changes, Declarations, Confirmation

You acknowledge that changes may be needed to this Employment Contract and/or the Organisation Policy depending on business and market needs from time to time. The Organisation may by a general or specific notice revise any of these.

At the time of commencement of your employment or thereafter the Organisation may from time to time request you to provide declarations, confirmations or representations as the Organisation considers reasonably necessary in the circumstances. You will promptly comply with such requests.

20. Defined Terms and Interpretation

20.1 Unless opposed to the context, capitalised terms have the meaning given to them in this letter. Certain terms are defined below:

(a) Client means, as the context requires, a current, past or prospective client of the Organisation.

(b) Deloitte Entities mean member firms of Deloitte Touche Tohmatsu Limited (DTTL), a UK private company limited by guarantee and its network of member firms and their respective subsidiaries and affiliates (and where the context requires, their predecessors, successors and assignees), each of which is a legally separate and independent entity.

(c) Deloitte Property means all property - whether tangible, intangible or otherwise - belonging or pertaining to or being lawfully in use, possession or control of a Deloitte Entity.

(d) Electronic Communications means communications generated, created and/or transmitted in an electronic, digital or other similar form.

(e) Employment Contract means, collectively: (a) these letter together with its schedules; (b) the Organisation Policy; any modification to any of these issued to you in

writing by the Organisation expressly modifying the terms and conditions or particulars of your employment with the Organisation.

(f) Law means, as relevant, all laws, regulations, industry practice and orders of a judicial, statutory or other authority that the Organisation is bound to comply with, including any revision, modification, re-enactment or replacement of any of them.

(g) Personnel means any employee, contractor or other person engaged by the Organisation or another Deloitte Entity.

(h) Systems means all systems, technology, equipment, software, solutions or other such items whether electronic or otherwise, of or pertaining to or in use by or on behalf or for the benefit of: (a) Deloitte Entities (including, for the avoidance of doubt, Deloitte); (b) any client, supplier or other counterparty of any Deloitte Entities; whether or not owned by Deloitte Entities to which the Employee has access pursuant to or in the course of her or his Employment.

20.2 Interpretation

Where the context requires a reference to (a) one gender includes a reference to the other genders; and (b) singular includes a reference to its plural and vice versa.

By signing below, I accept employment with the Organisation on the terms and conditions set out in the Employment Contract and agree to be bound by them

Signature

Name **Ruchira Bodula**

Date of Signature

Deloitte Touche Tohmatsu India LLP
Hyderabad
KRB Towers, Plot no 1 to 4 & 4A
1st, 2nd & 3rd Floor, Jubilee Enclave, Madhapur
500081
Tel: +91 4071253600
Fax: 914071253601
www.deloitte.com

July 6, 2023

Ms Ruchira Bodula
8-1-301/26, Laxmi Nagar Colony,, Shaikpet , Golconda
Hyderabad
Telangana,500008- India

Contact No.: 6304099559

Dear Ruchira Bodula,

Sub: Annexure to your offer letter dated July 6, 2023

We refer to the offer of employment ("Offer letter") extended to you on July 6, 2023 for employment with **Deloitte Touche Tohmatsu India LLP** (hereinafter referred to as the "Organization") In this regard, kindly note the following:

1. In addition to remuneration mentioned in clause 2.2 of Schedule 1 of the aforementioned Offer Letter, you will be paid a one-time work from home allowance of INR 15,000 (Indian Rupees Fifteen Thousand only) (Allowance) over and above such remuneration.
2. This Allowance is a one-time payment that will be paid along with your first month's salary and subject to applicable tax deductions and statutory levies, if any.
3. The Allowance is being paid towards creating a productive remote working arrangement at your residence.

You may utilise this amount towards ergonomic workplace items such as a table, chair, laptop stand, backrest, etc., or technology accessories such as monitor, speaker, headphones, or any other relevant items.

This letter shall form an integral part of the Offer Letter and the Offer Letter stands amended to the extent mentioned above.

Save and accept as mentioned in this letter, all other terms, conditions and clauses of the Offer Letter remain unchanged and valid.

We look forward to a long and mutually beneficial association.

Accepted,



Authorised Signatory
Badari Narayana

(Please sign and date your acceptance)

Ruchira Bodula



Deloitte Consulting India Private Limited
Deloitte Tower, Survey No. 41, Gachibowli Village,
Ranga Reddy District, Hyderabad - 500032, Telangana,
India

Tel: +91 040 67621000
www.deloitte.com

May 29, 2023

Ms. Guntha Sahithi
9-6-99/7, Road No 7, Sai Nilayam , Durga Bhavani Nagar, Santosh Nagar,
Hyderabad, 500059
India

Subject: Offer of Employment

Dear Guntha Sahithi:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **July 3, 2023**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 600,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **July 3, 2023**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **July 3, 2023**, or an alternative mutually agreed upon date.

Date of Issue: 11th Jan 2023,

Dear N Sai Krishna,

Greetings from Kelly Services!

In pursuance of your application followed by your interview, we are pleased to offer you the position of Contract Analyst with our client Arcesium India Pvt Ltd Hyderabad on the mutually agreed terms and Conditions.

This Contract is from to 1st Feb 23 to 31st Jan 24 and the same will be renewed based on your performance and client confirmation.

You are requested to join the services of Arcesium India Pvt Ltd on 1st Feb 23.

The Annual CTC shall be Rs.723804/-. The Salary structure is attached herewith as Annexure-A.

Please bring the following documents on the day of joining:

Educational Certificates – Original and Photocopies
Experience Certificate, if applicable
Salary slips of last three months, if applicable
Signed copy of updated Resume
Resignation acceptance letter from previous employer.
4 Passport size photographs
Copy of PAN Card and original for verification
Proof of Address (Voter ID, Passport, Aadhar Card, Driving License etc.)
Copy of Aadhar Card and original for verification
This letter of offer is issued to you on the presumption that the furnished by you in your application are correct.

Please reply with your acceptance of the offer within 24 hours of the receipt of offer. In case you fail to reply, this offer shall stand withdrawn after 24 hours.

In case of any queries, feel free to contact the undersigned.

Annexure-A.

Particulars	Monthly
Basic+DA (Should be equal to or higher then Minimum wage of respective Employee work State)	27,750
HRA (50% of Basic,Exclude Maharashtra)	13,875
Conveyance	1,600
Medical Reimbursement (1250 Per Month Max)	1,250
Other Allowance	11,025
Fixed Monthly Gross	55,500
Employer's Contb. To PF	3544
LWF (Employer)	1
Insurance	1,272
Monthly CTC	60,317
Deductions	
Fixed Monthly Gross	55,500
Employee's Contb. To PF	3,330
Professional Tax (Will vary based on State Rules)	200
Income Tax (Will Vary based on earnings and Savings)	As Applicable
LWF	1
NET PAY (Subject to deduction under P Tax, Income Tax and LWF if applicable)	51,969
Annual CTC	723,804

Best Wishes,
For Kelly Services India Pvt. Ltd.



Vandana Sharma
Operations Head- Staffing Solutions

PERSOLKELLY India Pvt. Ltd. (Formerly known as Kelly Services India Pvt. Ltd.)

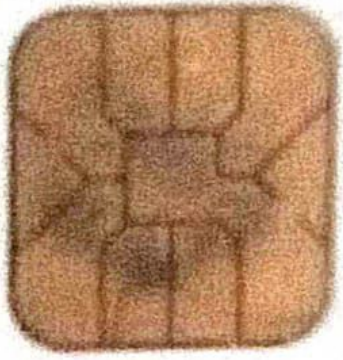
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Indian Institute of Technology Kanpur

Kanpur - 208016 (U.P.) INDIA



Gundla Samyuktha

231040049 MTech/EE

Date of Birth: 08.11.2001

Parent: Gundla Yugandhar



STUDENT

Expires On

Dean of Student Affairs

31.07.2025

Student's Signature

Emergency Information
Phone: 09198808012



21st February, 2023

Dear Graduate Engineer Trainee,

WELCOME TO THE JSW GROUP

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of **Graduate Engineer Trainee (“GET”)** in ‘L08T’ grade and your subsequent appointment will be subject to the following terms and conditions:

- A. Your initial remuneration as a GET during training period with JSW shall be **Rs. 8 lakhs** per annum (“CTC”).
- B. You shall be eligible for **Rs. 1.5 lakhs (“Retention Bonus”)** spread over 2 years.
- C. This offer is valid subject to **your Graduation Passing with Min 60% aggregate.**
- D. The location where you shall be posted to shall be communicated to you by May, 2023. You are requested to **report at your assigned location a day prior to your Joining day.** Your appointment shall be final subject to the following conditions of eligibility:
 - a. You having secured at least 60% in your 10th and 12th standard examinations,
 - b. You having completed the B. E/ B.Tech course with a First Class (aggregate 60% or equivalent or more and as per University declaration). In case you fail to clear your degree, then the offer shall be revoked.
 - c. You having being declared medically fit by a certified medical practioner and having provided the necessary documents to such effect. In the event of any medical abnormality, your offer will stand cancelled.
 - d. You having cleared all reference checking and submission of the following documents at the time of your joining:
 - Originals & Copies of all Educational Certificates – S.S.L.C, H.S.C, UG/PG, Additional qualifications (If any)
 - Proof of your Date of Birth
 - PAN Card / Aadhar Card
 - 5 Passport size photographs
 - Submission of medical fitness as per the medical tests prescribed by JSW.
 - Any wrong information / suppression of information shall be liable for termination of the offer of appointment.
- E. In the event of you not meeting any of the conditions of eligibility stated above, you shall not be eligible for appointment and the offer of appointment shall stand revoked and withdrawn with immediate effect. In the event of you furnishing any wrong, inaccurate information or suppressing any of the information, your appointment as well as this offer, shall be terminated and revoked with immediate effect.
- F. A detailed “Appointment Letter” will be issued to you upon your joining, subject to you fulfilling the conditions of eligibility as stated above. You shall be required to abide by all the terms of the Appointment Letter at all times during your tenure with JSW.





- G. Further, at any time, during your tenure with JSW, you may be deputed or transferred to any of JSW's plant locations, unit, site across India or overseas including JSW's partly or fully owned affiliate, subsidiary, group companies or promoter establishment, as per the requirement of JSW.
- H. The terms of this LoI are strictly confidential and should be treated as privileged information between you and JSW and you are expected to maintain such information appropriately.
- I. This offer and the terms of this LoI apply to the person above named and as identified by JSW through its recruitment process. This offer or its conditions shall not be construed to the benefit of any other person at any time.
- J. You shall be governed by and shall be subject to JSW's HR Policies, code of conduct, standing orders, and such other rules, regulations and guidelines applicable to your category and location of posting, as prevailing under applicable law at the time of your joining JSW or as may be subsequently modified, amended or replaced from time to time.
- K. You acknowledge that in case of your subsequent appointment with JSW, you shall not accept any other training or employment or otherwise directly or indirectly be engaged with any trade, business or pursuit on your own account or as an agent for others, without the prior consent of JSW.
- L. This LoI shall be governed by the laws of India and in the event of any dispute hereof, the appropriate courts in Mumbai shall have exclusive jurisdiction to adjudicate such disputes.
- M. This LoI supersedes all and any other offer/ communication, whether oral or in writing, issued to you earlier.

Kindly confirm acceptance of the above offer via email (gulistaan.ragina@jsw.in / jsw-calyxpod@calyxpod.com) latest within 3 days of the receipt of this LoI by you, as a token of your having read, understood and accepted the offer, failing which this LoI shall stand cancelled, withdrawn, revoked and shall become void.

We welcome you to the JSW family and look forward to you joining us. We are confident that you will find new challenges, opportunities and satisfaction in your association with JSW.

With Best Wishes,

Yours sincerely,

Dilip Pattanayak

President & CHRO – Steel & Corporate

For JSW Steel / Paints / Infrastructure / ONE Platform





Deloitte Consulting India Private Limited
Deloitte Tower, Survey No. 41, Gachibowli Village,
Ranga Reddy District, Hyderabad - 500032, Telangana,
India

Tel: +91 040 67621000
www.deloitte.com

Jun 6, 2023

Ms. Koduru Shravani
3-4-343, Flat No.302, Sri Krishna Mansion, Barkatpura,
Hyderabad, 500027
India

Subject: Offer of Employment

Dear Koduru Shravani:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **July 3, 2023**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 600,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **July 3, 2023**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **July 3, 2023**, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within pre-defined boundary if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:00 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Gurugram and Bengaluru.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Koduru, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited

Best regards,

DocuSigned by:
Pooja Madnani
74206EA446AC47F...
By: _____
Signature

Authorized Signatory

Acceptance

I, **Koduru**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

Signature

Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.06.06 14:10:21 -07:00

Annexure A**Ms. Koduru Shravani****Analyst**

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	17,500	210,000
House Rent Allowance (HRA)	8,750	105,000
Special Allowance ^{1a & 1b}	11,867	142,404
Leave Travel Allowance ²	1,750	21,000
Differential Allowance	5,833	69,996
Meal Card ³	2,200	26,400
Employer's contribution to PF	2,100	25,200
Total Salary (in Rs.)	50,000	600,000
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium ⁴	3,014	36,167

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

Annexure A

¹All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Fuel & Maintenance Expenses as per eligibility mentioned below:

**Employee Level -
Analyst**

^{1a}*Communication Expenses*

Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.

Rs./₹3,000/- per month

^{1b}*Fuel Expenses*

Petrol / Driver / Insurance / Repairs & Maintenance

Rs./₹7,500/- per month

^{1a} The internet/telephone/mobile bills should be in the Employee's name.

^{1b} For claiming vehicle running expenses (Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current prerequisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		Two Wheelers
	<= 1600 cc	> 1600 cc	
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above Senior Staff are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

² The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

³ Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

⁴ Annual Floating Medical Insurance Coverage for self and 6 dependents is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.



Koduru Shravani

Hyderabad

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Consulting India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India** (the "Employer") as **Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. Pre-existing Agreements or Arrangements. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of Proceedings. Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity*.

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial

interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. Authorization to Access Systems and Electronic Communications and use of Deloitte Property. I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a *Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the *Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. Security. I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of Works.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. Pre-existing Creations; Personal Creations. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B**, and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- Employment Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- Employment Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3) years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: Personnel and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated; (b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing

services to, with, or on behalf of the *Deloitte Entity*.

16. Post- Employment Restrictions re: Deloitte Property. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d) I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a *Deloitte Entity* to remove such *Deloitte Property*.

OTHER POST- EMPLOYMENT OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licensor of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- Employment Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15, to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

DocuSigned by:
For **Deloitte Consulting India Private Limited**

Pooja Madnani

74206EA446AC47F...

Pooja Madnani

Talent

Authorized Signatory

Effective as of **July 3, 2023**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

Koduru Shravani

Signature

Name



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.06.06 14:10:21 -07:00

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information (*PII*) or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the “Deloitte U.S. Firms”), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited (“DTTL”) or any member firm of DTTL or affiliate thereof (collectively, the “DTTL Member Firms”) or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term “control” (including the terms “controlled by” and “under common control with”) means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information*, *Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a *Deloitte Entity*, and (3) it does not result from any work performed by me and the *Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity*.

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any *Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United States Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my *Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the *Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations, Pre-existing Agreements or Arrangements*

X No, I do not have *Pre-existing Creations, Pre-existing Agreements or Arrangements*

<u>Title</u>	<u>Date</u>	<u>Brief Description</u>
---------------------	--------------------	---------------------------------

Signature	Date
-----------	------

Koduru Shravani

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Consulting India Private Limited

DocuSigned by:

 74206EA446AC47F...

Pooja Madnani
Talent

Its: <i>Authorized Signatory</i>	Jun 6, 2023 <hr style="width: 100%;"/> Date
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Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
 Sealed Time: 2023.06.06 14:10:21 -07:00

An *Authorized Signatory's* signature is required only if *Pre-existing Creations* or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that *Pre-existing Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the *Intellectual Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

X

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

Koduru Shravani

Signature

Name

Date

EXHIBIT D

Exceptions to Post-Employment Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-Employment Restrictions
re: Clients

X No, I do not have
Post-Employment Restrictions
re: Clients

Name of Client Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

Deloitte Consulting India Private Limited

DocuSigned by:
Pooja Madnani
74206EA446AC47F...

Pooja Madnani

Talent

Its: Authorized Signatory Jun 6, 2023
Date

I have read and understood the above policy terms.

Signature Koduru Shravani Name _____ Date _____



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.06.06 14:10:21 -07:00

An Authorized Signatory's signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an Authorized Signatory indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Consulting India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in

accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **90 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment

Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.

- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e.

<https://deloittenet.deloitte.com/Pages/Home.aspx> for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **July 3, 2023**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

Koduru Shravani

Signature

Name



Jun 6, 2023

Ms. Koduru Shravani

3-4-343, Flat No.302, Sri Krishna Mansion, Barkatpura,

Hyderabad, 500027

India

Training Agreement

Dear Koduru:

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Analyst** pursuant to the terms and conditions of your offer letter dated **July 3, 2023**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.

We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,

For **Deloitte Consulting India Private Limited**

DocuSigned by:

Pooja Madnani

74206EA446AC47F...

By:

Signature

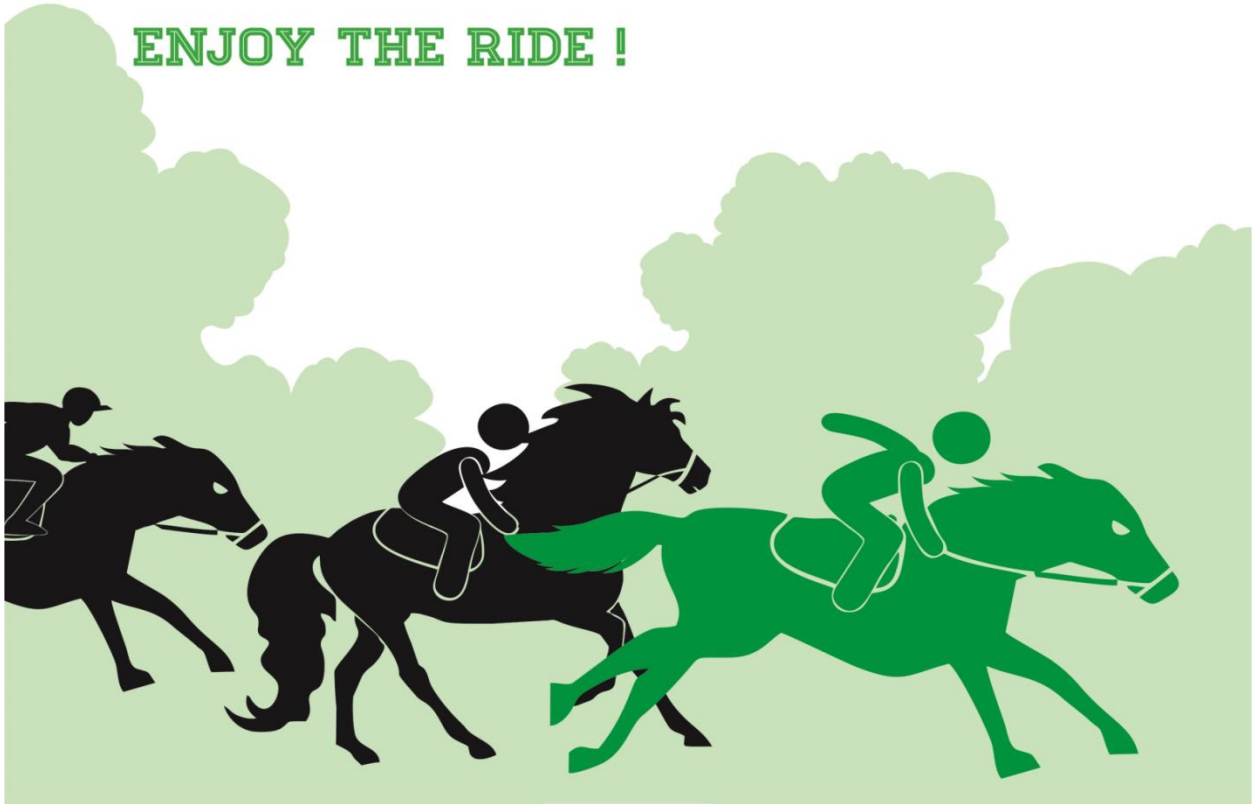
Authorized Signatory

RACE AHEAD IN LIFE

Getting ahead in life may mean many different things to different people. At CtrlS for us, it's about dreaming big and making it big. It's about being successful while having fun. It's something that's derived from constant practice, learning, and growth.

Welcome to CtrlS !

ENJOY THE RIDE !



29 Oct 2022

To,

Gurram Booshan Raj,
Hyderabad.

OFFER LETTER

Dear Gurram Booshan Raj,

Please refer to your application and the subsequent interview with us. We are happy to inform you that you have been selected by us for the position of “Associate Engineer” at “CtrlS Datacenters Ltd.”

We are, therefore, pleased to appoint you in the permanent employment of this Company on the following general terms and conditions of employment.

1. During the training period, you will receive Rs. 10,000 (Ten Thousand rupees only) as stipend per month. Upon completion of your training period, your consolidated salary is **Rs.600000/- p.a.**, (Six Lakh Rupees Only) and other emoluments will be as per **Appx 'A'**.
2. During your employment with this company, you will be bound by such rules and regulations at any time, and also by such legal requirements as may be applicable. You are expected to give to the company, your best efforts, attention and commitment. You are explicitly advised to refrain from any such activity, whether for monetary or any other considerations, as may become in our opinion, a hindrance to your performance.
3. You are, by virtue of employment with this company, required to do work allied, ancillary or related to incidental to the main job. Similarly, you may be asked to do any other job within your competence as judged by the company, depending upon the exigencies of the situation.
4. During the course of your employment with us, you will come in possession of the knowledge of the trade and methods of the business. It is essential that you under take to maintain total secrecy about all the information, knowledge, or such other matters. You shall not by yourself or through others, allow the same to be used in any manner detrimental to this company either during your employment or thereafter.

5. You would report to your seniors or as assigned by the management from time to time during your employment. You would be responsible for all the objectives/targets set in accordance with your reporting authorities, which are considered for evaluation of your probation period for Six months.
6. Your appointment and the employment will be subject to your being and remaining **medically fit**. It is necessary for you to get medically examined, as and when required by the company.
7. Your employment is substantially based on the information provided by you. If, it is found that the information provided by you are incorrect or that some information is suppressed, then your employment is liable for summary termination.
8. The contract of employment can be terminated by either Party, without cause, by giving to the other Party 3 months' notice, in writing, of its intention to do so. The Company may, at its sole discretion, waive the whole or part of the notice period. In the event the employee is on probation, and his/her employment has not been confirmed, the contract of employment can be terminated by either Party by giving to the other Party a notice of 1 month, in writing, of its intention to do so or by tendering a sum equivalent to 1 month salary, in lieu thereof.
9. Your employment at the company could be terminated for cause, upon immediate written notice to you, if there is any kind of:
 - (a) Illegal activity - relating to work or not - harming the reputation of the company.
 - (b) Indecent behavior with colleagues, customers or suppliers.
 - (c) Personal bankruptcy / insolvency.
 - (d) Refusal to do any lawful work assigned by the company.
 - (e) Absenteeism.
 - (f) Willful neglect of work.
 - (g) Repeated insubordination or violation of employment rules.
 - (h) Undisclosed conflict of interest.
 - (i) Financial irregularity with respect to expenses incurred or reimbursed by the Company.
 - (j) Corporate espionage
10. You hereby covenant, undertake and agree that during the term of your employment and for a period of 1 year following the termination of the employment, thereafter, you shall not on your own or together with any Person, directly or indirectly:
 - (i) Solicit or take away from the Company or attempt to solicit or take away, the business of any customers or any potential customer with whom you have dealt during the employment with the Company, any other related parties or clients of the Company who have been customers or clients of the Company.
 - (ii) Solicit or entice away or attempt to solicit or entice away any person who at any time during such period shall have been a director, officer, employee or associate of the Company. Be directly or indirectly interested, concerned, or engaged as principal or partner or director, agent or employee, assistant, consultant, advisor or contractor in any other capacity in any business whether for profit or otherwise relating to Internet Data Center Solutions, Internet Services or such fields which is in direct competition with the business of the Company or any business contemplated by the Company, in any geographical area within India.

11. On ceasing to be in the employment of this company for any reason, you will promptly settle all accounts including the return of all Company properties, tools, equipment, documents, etc., without making or retaining any copies.
12. Your growth in this company depends, among other factors, primarily upon contribution, dedication, sincerity and initiative.
13. You are requested to submit the documents as intimated by the “HRD Department”, at the time of joining.
14. You will receive your job profile in due course of time.
15. Please acknowledge and confirm your acceptance of the terms and conditions mentioned in this letter.

We welcome you, and look forward to many years of mutually rewarding and beneficial association. Hope that you work with much more enthusiasm and dedication in your future to come out with stupendous performance

Yours truly,
For **CtrlS Datacenters Ltd.**

P Rajani Reddy
Authorized Signatory

APPX 'A': DETAILS OF SALARY & OTHER ALLOWANCES

The details of the offer given to you are as given below:

- | | | |
|----------------|---|---------------------------|
| 1. Name | : | Gurram Booshan Raj |
| 2. Designation | : | Associate Engineer |
| 3. Grade | : | L0 |
| 4. Location | : | Hyderabad |

Monthly Earnings	Amount in Rs	Yearly Earnings	Amount in Rs
Basic	17600	Basic	211200
HRA	11000	HRA	132000
LTA	5000	LTA	60000
Special Allowance	8600	Special Allowance	103200
A. Fixed Salary	42200	A. Fixed Salary	506400
B. Performance Linked Pay	6000	B. Performance Linked Pay	72000
C. Employer Provident Fund	1800	C. Employer Provident Fund	21600
Total CTC (A+B+C)	50000	Total CTC (A+B+C)	600000

Other Perks	Limit (p.a)	Coverage
Medical Insurance Coverage	300000	Employee, Spouse and 2 Children
Life Term Insurance	500000	
Accidental Insurance	500000	

Note: Performance linked pay will be released on proportional to your performance ratings.

TDS will be deducted according to the income tax norms

Yours truly,
For **CtrlS Datacenters Ltd.**

P Rajani Reddy
Authorized Signator

ACADEMIC SECTION
ADMISSIONS UNIT
INDIAN INSTITUTE OF SCIENCE
BANGALORE - 560012



PHONE: 2293-3726/2977

email : admission.acad@iisc.ac.in

17/05/2023

Application No: 230301288

Sub : Admission Offer Letter to M Tech Programme

Dear Mr./ Ms./ Mrs. BYREDDY GNANADATHA REDDY

We are delighted to inform you that you have been provisionally selected for admission to the **M Tech Programme in ELECTRONICS AND COMMUNICATION ENGINEERING** in the Department of **ELECTRICAL COMMUNICATION ENGINEERING**, under the **GN** category.

Your provisional selection is based on your **GATE - 691 score** and performance in interview/written exam (as applicable).

Please go through the terms and conditions attached with this letter, COAP Guidelines on their website and also Annexure-A before exercising your option COAP portal. Please complete your online admission formalities by logging on to the COAP portal (<https://coap.iitkgp.ac.in/>) as per timeline mentioned on their website.

If you accept the offer, please complete admission procedure by logging on to **IISc Applicant's Interface** and pay the Admission Fees between **June 5, 2023 to June 10, 2023**.

You are welcome to get in touch with the department if you wish to have any more information about the programme.

If you have any queries / need clarifications, you may contact us at email:admission.acad@iisc.ac.in or call us on 080-2293-3726/ 2977.

We look forward to your joining the programme.

Best Wishes,

Yours sincerely,

**DEPUTY REGISTRAR
(ACADEMIC)**

Encl: Terms and conditions

This is a computer generated Offer Letter and requires no signature.

Terms and conditions:

1. This offer is made based on the credentials you have entered while filling the online application form and declaring them as correct.
2. This offer made is subject to yourself possessing the prescribed educational qualification with the marks and GATE score indicated by you, based on which you are offered admission. You should fulfill all the eligibility criteria as laid down in the online admission information brochure 2023.
3. Applicant must accept and freeze offer on COAP portal before making admission fee payment on IISc admission portal. It must be noted that applicant who will Accept and Freeze the offer on COAP will only be eligible for admission.
4. You are required to submit the original certificates in support of qualification, National Entrance Test, other academic records at the time of admission. You are also required to produce Income and Asset (EWS) Certificate/Scheduled Caste/ Scheduled Tribe / OBC-NCL certificate / Disability Certificate/ Kashmiri Migration Certificate/ Domicile Certificate for Kashmiri Pandits/Kashmiri Hindu Families (non-migrants) living in the Kashmir Valley and other documents mentioned in Annexure A as applicable to you at the time of Physical reporting to Institute.
5. Applicant selected through EWS and OBC-NCL category must ensure that they are in possession of valid category certificates issued on or after **01 April 2023**.
6. If you have completed all the formalities for the award of a degree but are yet to receive the marks cards/degree certificate of your qualifying examination, you are required to upload a Course completion certificate on admission portal on or before **July 10, 2023**. The sample format of course completion certificate is available at <https://iisc.ac.in/admissions/certificate-formats/>. You should produce the final degree certificate / provisional degree certificate on or before **31 October 2023**, and till this condition is fulfilled, your admission will be treated as provisional.
7. Hostel accommodation will be provided on payment of monthly charges. The hostel deposit amount will not be accepted at the time of admission. You will be intimated regarding payment of the hostel deposit later. **Please note that hostel accommodation for gents cannot be guaranteed and will be provided subject to availability. There is no shortage of accommodation for ladies.**
8. Priority for Hostel accommodation will be based as per the date of online submission/payment of admission fees (including hostel fees).
9. All the regular(non-sponsored) students will be paid monthly scholarship as stated. By default, you are agreeing to and give assurance that you will not leave the course midway. If for any reason you discontinue the course midway, before leaving the institute, you must refund the entire scholarship amount paid to you.
10. You will be governed by Rules and Regulations framed/ followed by the Institute from time to time.

11. Legal issues, if any , are subject to the jurisdiction of courts in the City of Bengaluru.

12. If you accept the offer on the terms and conditions indicated above, please convey your acceptance of the offer of admission on COAP portal, and please login to Applicant's Interface and click on "**Pay your Admission Fees**" link and remit the admission fee of **Rs. 32200 (Rupees Thirty Two Thousand Two Hundred)**.

You can pay the admission fee through any one of the following modes using the appropriate links provided therein:

- (1) Online payment - using gateway through Credit/Debit Card, or
- (2) Net banking (Account to Account transfer)

DO NOT MAKE A SECOND PAYMENT. If you have got a transaction ID for having made your payment and amount deducted from your account, just check the application status after 24 hours. The status should have changed to "Admission Fee Received". In case you do not see this status after 24 hours, you may send an email to admission.acad@iisc.ac.in giving particulars of your Application number and payment transaction ID.

13. If, after acceptance of the offer and payment of the fees, you are not in a position to join the Institute please inform us by updating it online by clicking on "Withdraw Admission" **on or before June 25, 2023**. In the event of withdrawal of admission, you will be refunded the amount as per Institute norms.

14. You should report at the Faculty Hall of the Institute on **July 17, 2023** along with the documents and certificates as detailed under item-I of the Annexure-A link available in the Applicant's Interface. **The exact date of reporting will be intimated later.**

15. Since the M Tech Programmes are highly structured, the classes will start in full swing from **August 01, 2023**.

* * * * *



April 27, 2023

To,
Ippili Hemanth Sai Manikanta
Chaitanya Bharathi Institute of Technology, Hyderabad
Door No. 3-8-53,
Ippili Street, Near Chinna Bazaar,
Srikakulam, Andhra Pradesh - 532001

This is with reference to the interview you had for a career with us at **Meritus Intelytics Private Limited (“Merilytics”)**. We are pleased to confirm our offer to you for the position of **Technical Associate - Database** at Merilytics.

Your compensation details are as below:

Component	Amount	Pay Frequency
Annual Gross Pay	INR 5,50,000	Monthly
Bonus (variable based on individual and company performance)	INR 55,000	Annual
Retention Bonus	INR 1,00,000	*50% of the retention bonus will be released 1 year after the joining date and 50% of the retention bonus will be released 2 years after the joining date.

Your annual gross pay includes Basic Pay, PF, HRA, Special Allowances, Medical allowance, Medical Insurance and LTA. The performance bonus of **INR 55,000** is based on performance across various competencies.

We would like your start date to be **May 22, 2023**. You will be based out of the Hyderabad office. You are also expected to be open to business travel based on client and business needs.

Please note that this offer is contingent upon:

- (1) signing of Merilytics' Employment Agreement
- (2) submission and scrutiny of documents for Merilytics Background Verification, which includes educational verification, address proof verification, criminal records check, drug test and work experience if any

In case of any discrepancy identified in any of the checks as a part of the Merilytics Background Verification process, Merilytics reserves the right to recede this offer and nullify the employment offered to you.

Please note that the employment agreement will set out the binding terms and conditions of your



employment, and in the event of any conflict between the terms of this Offer Letter and the employment agreement, the terms of the employment agreement will prevail.

Please note that for the first six months of your employment, you will be deemed to be on probation. During this period, the company is entitled to terminate your employment for any reason whatsoever, with or without cause, by giving one week's notice in writing or salary in lieu thereof. After the probation period, the company is entitled to terminate your employment for any reason whatsoever, with or without cause, by giving 30 days' notice or salary in lieu thereof.

Within 30 days of completion of the six months' probation period, if you have not received a notification stating otherwise including, without limitation, extension of probation period, your employment is deemed to be confirmed. You have the right to terminate employment for any reason, or no reason, at any time during and post the probation period by giving 60 days' notice in writing. The terms of employment are not subject to change or modification of any kind except if in writing and signed by you and the Company on the completion of probation period.

Please note, the offer is valid until **April 29, 2023**. To accept the offer, sign and date this letter as indicated below.

We are looking forward to having you on our team.

Sincerely,

For Meritus Intelytics Private Limited

Authorized Signatory

(Siddharth Jain)

I hereby declare that I have read and understood the terms and conditions of employment, and I confirm that I will be joining the company, with an effective start date of May 22, 2023.

Signature: *Ippili Hemanth Sai Manikanta*

Date: April 28, 2023



Deloitte Consulting India Private Limited
Deloitte Tower, Survey No. 41, Gachibowli Village, Ranga
Reddy District, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Mr. Chennoju Madhu
Adharshnagar , Siddipet,
Siddipet, 502103
India

Subject: Offer of Employment

Dear Chennoju Madhu:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **July 3, 2023**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 600,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **July 3, 2023**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **July 3, 2023**, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within pre-defined boundary if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:00 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Gurugram and Bengaluru.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Chennoju, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited

Best regards,

By: 
56A8006C8FC246A...
Signature

Authorized Signatory

Acceptance

I, **Chennoju**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance


91E364096FBB444...
Signature _____ Date _____



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.05.30 13:45:19 -07:00



November 07, 2022

Manideepak Rao Chitneni
H.No: 10-1-17/C, Sriharinagar, Ramnagar,
Karimnagar- 505001, Telangana, India.
manideepakrao24@gmail.com
8688741667

Dear Manideepak Rao Chitneni:

We are pleased to offer you employment with Micron Technology Operations India LLP (**Micron**) on the terms set out in this offer letter and the accompanying Standard Terms and Conditions of Employment (**Standard Terms**) and Confidentiality and Intellectual Property Agreement.

1. Commencement

Your employment with Micron will commence on July 17, 2023. The commencement of your employment is subject to the conditions set out in **section 10** of this offer letter. If any of those conditions is not satisfied, then your employment with Micron will not commence and this offer of employment, if you have not accepted it, will automatically be deemed to have been withdrawn. If you have already accepted this offer, Micron may (notwithstanding any other clause in this Agreement) terminate this Agreement immediately without notice or any payment in lieu of notice.

2. Position

Micron will employ you on a full-time basis in the position of Associate Data Engineer, or such other position determined by Micron from time to time.

You will be based at the current Micron premises within a Special Economic Zone (SEZ) in Hyderabad, specifically at Floor 9th & 10th, Aquila by Phoenix - Block B, Survey No. 115/35, Nanakramguda Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad 500081, Telangana, India but you agree to work at other locations if required to do so by Micron from time to time.

You will report to the Sr. Manager - IT Business Solution Del and will work under the direction of the person in that position, or such other position determined by Micron.

Micron may change these requirements from time to time at its discretion.

Please note that you have no authority to bind Micron in contract, except to the extent you are expressly authorised in writing to do so.

3. Term

Your employment is intended to be for an indefinite term, subject to:

- (a) your successful completion of a probationary period of six months (see **clause 2** of the Standard Terms), which period may be extended by Micron in its sole discretion for up to a further six months (such extended period(s) forms part of your probationary period);
- (b) the conditions, and rights of termination, set out in Annexure B of this letter (and Annexure B is deemed to be part of this letter);
- (c) if relevant, maintenance of the required visas and permits from the relevant government authorities to enable you to live and work with Micron in India; and
- (d) termination in accordance with **clause 6** of the Standard Terms and the requirements of applicable law.

Micron Technology Operations India LLP
Corporate Office: Floor 9th & 10th, Aquila by Phoenix - Block B
Survey No. 115/35, Nanakramguda Village, Serilingampally Mandal, Ranga Reddy District
Hyderabad – 500032, Telangana, India micron.com

Ch. Mani Deepak Rao

The required period of notice for **clauses 6.1 and 6.1(b)** of the Standard Terms (which deal with the notice of termination to be given by the parties) is two months, or the period required by any applicable statute, whichever is greater.

Your employment with Micron will terminate automatically once you reach the mandatory retirement age of 60.

4. Hours

You must work full time during Micron's business hours as determined by Micron from time to time. However, you will need to be flexible about when you work and you will be required to work such additional hours as are necessary to perform your duties and responsibilities. You will not receive any additional payment for such work, because the possibility of such requirement is already reflected in your salary.

5. Remuneration

Fixed Salary

Micron will pay you a fixed salary (**Fixed Salary**) at the rate of INR 594000 per year. Your Fixed Salary will accrue pro-rata each day and will be paid monthly. Micron may, at its discretion, divide your Fixed Salary into separate pay components. At the time of this offer, your Fixed Salary is divided into the following pay components:

- (a) basic salary (**Basic Salary**) at a rate equal to INR 297000 per year; and
- (b) allowances equal to, annually:
 - (i) House rent allowance INR 118800
 - (ii) Special allowance INR 178200

Your Fixed Salary includes payment for all hours you work (whether part of ordinary working hours or not) and public holidays (whether you work on those days or not), to the extent permissible by law.

Micron may review the amount of your Fixed Salary from time to time in accordance with Micron policy/practice.

Discretionary Allowances

Micron will pay you the following discretionary allowances:

- (a) Medical expense allowance INR15,000 per year
(payable monthly on a pro-rata basis)
- (b) Leave travel allowance* INR41,000 per year
(*The amount of the allowance will be pro-rated if not employed for the full tax year. Micron will pay you an amount equal to a pro-rata amount of the allowance monthly. In order for the payments to qualify as a leave travel allowance to avail tax exemptions under Indian law, you must submit, subject to and in accordance with Micron policy, eligible expenses for reimbursement against the amounts paid. Any amounts paid in excess of the amount of eligible expenses validly reimbursable to you as a leave travel allowance will be regarded as a cash bonus and will be subject to tax.)

These allowances are discretionary and are not guaranteed. Micron may rescind, change or replace these allowances, including their amount and the basis upon which they are paid, at any time at its sole discretion.

Discretionary Incentive Pay

You will be entitled to participate in Micron's discretionary incentive pay plan as applicable to your position from time to time. The payment and amount of any incentive pay is subject to the rules of the plan at the time and payment is not guaranteed. Without limiting the above, Micron may rescind, change or replace the terms of the plan, your entitlements under them and the payments to be paid in respect of them at any time at its sole discretion.

For information purposes, your current full-year discretionary incentive pay target is 10% of your Fixed Salary.

Employee Provident Fund

Micron's present practice is to contribute to the provident fund at the rate of 12% of your Basic Salary. You are required to make an equal contribution. Please note that Micron reserves the right to increase or decrease the amount of contributions payable within statutorily permissible limits, without the need to compensate you for any downward adjustments. Similarly, upward adjustments may also be made without increasing your overall remuneration. In no case will the contributions be less than that required by law. Micron's exercise of these rights will be in its sole discretion. Contributions will be paid in accordance with the rules of the applicable plan and Micron policy.

Sign-On Bonus

Micron will pay you a one-time gross sign-on bonus of INR 100000 after you commence employment with it (**Sign-On Bonus**). You must repay Micron the gross amount of the Sign-On Bonus if you give notice of your resignation or Micron terminates your employment for misconduct, absenteeism or any other violation of Company policy before you complete one year of service.

You authorise Micron to withhold from your final pay, to the extent permitted by law, the amount owed to Micron and you agree to sign whatever further authorisation may be required by Micron at the time to give effect to this. If the amount you owe Micron is greater than the amount withheld (if any), you must pay the balance in full to Micron within 30 days from the date on which your employment terminates. If you fail to repay the balance of the Sign-On Bonus within the time set out above and it is necessary for Micron to take legal action against you to recover such amount, you agree to reimburse Micron for all costs incurred by Micron to collect such amounts, including attorneys' fees and court costs.

A summary of your current target compensation is set out in Annexure A, for information purposes only.

You will be solely liable for your personal tax liabilities and Micron makes no assurances that your remuneration has been structured in the most tax efficient manner or that the tax treatment applicable to certain emoluments, allowances or benefits will continue for all of your employment. Without limiting Micron's discretion to revise the components of your Fixed Pay, the components of your remuneration may need to be revised from time to time in keeping with regulatory developments or otherwise, and Micron will not be liable for any additional tax liability which you may face due to such revisions.

6. Leave

You will be entitled to leave (including vacation leave and sick leave) subject to and in accordance with applicable law and Micron policy from time to time.

7. Discretionary Benefits

Micron may, at its discretion, from time to time provide you with other benefits. Micron may cease providing these benefits or change the basis on which it provides them at its discretion and you do not have an entitlement to continue to receive these benefits or to receive any other payment or benefit in lieu.

Unless you are advised otherwise in writing, any benefit or compensation apart from your Fixed Salary will be a discretionary benefit to which this clause applies.

Micron's current discretionary benefits include:

Insurance

Micron will make available to you and your eligible family members coverage under group insurance plans. Eligibility for coverage and the terms of coverage will be subject to the rules of the relevant policy/policies and any other requirements of the insurer as amended from time to time.

Policies with respect to Micron's discretionary benefits are listed online on Micron's internal intranet – MicronNow / PeopleNow – and in the Micron Team Member Handbook (**Handbook**) for Micron India team members. You can also find the most up-to-date version of this Handbook through MicronNow /

PeopleNow. Team members are responsible for keeping informed about any changes to this Handbook and to the benefits described on MicronNow / PeopleNow.

8. Relocation Assistance

It is our objective to provide you with a comprehensive relocation package in conjunction with your move. You are eligible for relocation assistance under the provisions of Micron's Intra-India Relocation Policy (**Policy**), a copy of which accompanies this Agreement. Please refer to the Policy for complete details and descriptions of the relocation assistance. Please note this Policy and the benefits provided under it are subject to replacement, change or discontinuance at any time in Micron's discretion.

If you fail to commence your employment on the date set out in **clause 1** of this letter (or such other agreed date for the commencement of your employment) for reasons within your control, or if within the first 24 months of your employment at Micron either you give notice of your resignation or Micron terminates your employment for misconduct, absenteeism or any other violation of Micron policy, you must repay Micron immediately a pro-rata amount of the cost of all relocation assistance paid or provided by Micron and its affiliates in connection with your relocation, including without limitation taxes and relocation service provider fees. The pro-rata amount will be calculated by multiplying the total cost of all relocation assistance paid or provided by Micron and its affiliates by $(24-N)/24$, where N = number of complete months of your service with Micron.

You authorise Micron to withhold from your final pay, to the extent permitted by law, any amount owed to Micron and you agree to sign whatever further authorisation may be required by Micron at the time to give effect to this. If the amount you owe Micron is greater than the amount withheld (if any), you must pay the balance in full to Micron within 30 days from the date on which your employment terminates. If you fail to repay the balance owed within the time set out above and it is necessary for Micron to take legal action against you to recover such amount, you agree to reimburse Micron for all costs incurred by Micron to collect such amounts, including attorneys' fees and court costs.

9. Additional Contractual Terms

The accompanying Standard Terms are incorporated into this offer letter and they, and the accompanying Confidentiality and Intellectual Property Agreement, form part of the terms of your employment.

You acknowledge also that Micron insists you not violate any confidentiality or other obligations that you owe to your prior employers and/or any third parties, and that you avoid creating any potential implication or appearance of wrongdoing. You must not take, use, or disclose any proprietary, confidential, or trade secret information (including hardcopy or electronic files, information, documents, or other materials) from any prior employer and/or any third party in connection with your employment at Micron.

Micron also insists that you do not retain any potentially confidential, proprietary, or trade secret materials from any prior employer and/or any third party. To the extent you have not done so already, please take this opportunity to search your personal email, cloud, and devices to ensure that you do not download, take, or retain – even inadvertently – any nonpublic business files or documents from any prior employer and/or any third party. If you locate any such files or documents, please return and/or delete them (as provided by your contracts with prior employers and/or any third parties) as soon as possible, so that you do not possess any such files or documents on the day you begin work for Micron.

Based on the foregoing, you represent that your employment with Micron will not breach any agreement to protect confidential information, knowledge, or data acquired by you in confidence or in trust prior to becoming an employee of Micron, and you will not use, access, or disclose to Micron, or induce Micron to use or disclose, any such confidential information or material belonging to any prior employer and/or any third party. Further, you agree that in the event you believe at any time that your work with Micron would make it difficult for you to not disclose to Micron any confidential information or materials belonging to any prior employer and/or any third party, you will immediately inform Micron via email at new_hire_cert@micron.com and to your supervisor at Micron.

10. Conditions on this Offer

This offer of employment and your commencement of employment with Micron is conditional upon:

- (a) if necessary, you obtaining the required employment and/or visa approvals from the relevant government authorities to enable you to work with Micron in India;
- (b) your completion of all required applicant procedures, including but not limited to application materials and transcripts;
- (c) if required by Micron, certification by Micron's appointed medical practitioner that you have passed with satisfactory results a pre-employment medical check-up conducted by such medical practitioner, which will include a chest x-ray if deemed necessary, and are fit for employment; and
- (d) satisfactory completion of reference and/or background checks that may include verification of your educational, employment or salary history. Should you fail to produce to Micron the required documentation or if any information furnished by you proves to be false, misleading or inaccurate, any offer of employment by Micron may be withdrawn and, if already accepted, Micron may (notwithstanding any other clause in the Standard Terms) terminate your employment immediately without notice or any payment in lieu of notice.

Please note that all Micron sites must observe U.S. export control rules that control information that may be provided to persons from *Cuba, Iran, North Korea, Sudan, and Syria*. Micron understands that you are NOT a citizen of any of these countries (even at a secondary level, such as "dual" citizenship with a new country). *If you are a citizen of, or hold dual citizenship with any of these countries, you must inform HR immediately, to permit us to request an export control license for you if necessary.*

This offer is valid for seven (7) working days from the date stated above. To accept Micron's offer, please sign this offer letter, the attached Standard Terms and the Confidentiality and Intellectual Property Agreement and return them to Human Resources within this time-frame. If these documents are not signed and returned by you within this time-frame, this offer of employment will lapse automatically.

Yours sincerely



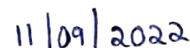
Sharmila Khan
Director, Regional Business Partner - (India)

To: Micron Technology Operations India LLP

I, Manideepak Rao Chitneni, have read this offer letter, and the accompanying Standard Terms and Confidentiality and Intellectual Property Agreement, and agree to accept this offer of employment.



Signature



Date (mm/dd/yyyy)



**ANNEXURE A - CURRENT ANNUAL TARGET COMPENSATION AND BENEFITS OUTLINE
(FOR INFORMATION PURPOSES)**

Compensation

Fixed Salary

- Basic Salary INR 297000
- House Rent Allowance INR 118800
- Special Allowance INR 178200
- Total INR 594000

Employer Provident Fund Contributions INR 35640

Discretionary Allowances

- Medical Expense Allowance INR 15000
- Leave Travel Allowance INR 41000

Discretionary Incentive Target INR 59400

TOTAL **INR 745040**

*Hyderabad Benefits**

Public Holidays	10 days per calendar year
Vacation Leave	15 days per calendar year, pro-rata in the first calendar year of service (pro-rated at a rate of 1.25 days per month)
Sick Leave	12 days per calendar year
Casual Leave	12 days per calendar year, pro-rata in the first calendar year of service (pro-rated at a rate of 1 day per month)
Death-in-Family	3 days per occurrence, in the event of a death of an immediate family member
Maternity Leave (female team members)	26 weeks if fewer than 2 surviving children; 12 weeks if two or more surviving children
Paternity Leave (male team members)	5 days for the birth of each child
Marriage Leave	5 days per occurrence
Insurance	Medical Insurance (employee & eligible dependents), and Life and Personal Accident Insurance (employee only)

**All benefits other than those statutorily required are discretionary and are provided subject to the terms and conditions of Micron policy from time to time.*

Ch. Mani Deepak Rao

ANNEXURE B

Bachelor's Degree – Engineer

1. A Bachelor's Degree is a pre-requisite for your ongoing employment.
2. You must submit to the HR Department of Micron by August 31, 2023, an original copy of the notification of examination results issued by the Registrar of your college or university, stating that you have passed the final examination for the Degree of Bachelor of Engineering.
3. You must also submit an original copy of the official transcript of academic record for your Degree and the Degree scroll upon conferment to the HR Department of Micron by October 31, 2023.
4. If you do not obtain your Degree at the required level within the required time and/or are required to repeat any part of your course, Micron reserves the right to terminate your employment in accordance with **clauses 2.4 and 6** of the Standard Terms.
5. You will keep Micron duly informed of any delay in the completion of the above Degree program. Any delay may result in the termination of your employment as provided for in paragraph 4 above.

STANDARD TERMS AND CONDITIONS OF EMPLOYMENT

These Standard Terms together with the accompanying offer letter and Confidentiality and Intellectual Property Agreement set out the terms and conditions on which Micron offers you employment.

1 Your Duties

1.1 You must:

- (a) perform to the best of your abilities and knowledge the duties assigned to you by Micron from time to time, whether during or outside its business hours, at such places as Micron requires and for Micron or any of its Related Companies as required by Micron;
- (b) serve Micron faithfully and diligently to the best of your ability and comply with all lawful directions of Micron from time to time and use all reasonable efforts to promote the interests of Micron and act in Micron's best interests;
- (c) devote your time and attention during Micron's business hours exclusively to the discharge of your duties except as may be permitted in writing by Micron;
- (d) comply with all laws applicable to your position and the duties assigned to you and comply with all of Micron's rules, regulations, policies and procedures which Micron may vary and/or adopt from time to time. Micron may adopt, vary or rescind these rules, regulations, policies and procedures from time to time in its absolute discretion and without any limitation (implied or otherwise) on its ability to do so; and
- (e) report to the person or persons nominated by Micron from time to time.

1.2 Without limiting your duties to Micron, during your employment you must not:

- (a) act in conflict with Micron's best interests; or
- (b) engage in any business or activity, whether in competition with Micron or not without the prior written approval of Micron.

1.3 Micron may require you to provide evidence confirming to the satisfaction of Micron that you are not in breach of **clause 1.2(b)**.

1.4 You acknowledge that the restrictions specified in **clause 1.2** are, in the circumstances, reasonable and necessary to protect Micron's legitimate interests.

1.5 You agree that, without the need to terminate the employment relationship, Micron may: modify or remove your assigned duties; or transfer you to another position, department or place of work, without additional compensation

to you, in accordance with Micron's needs. Any such change will not be deemed to violate the terms of this Agreement or constitute any basis for constructive or involuntary termination of employment.

2 Probationary Employment

2.1 This **clause 2** applies only if the accompanying offer letter states that your employment is subject to a probationary period.

2.2 During this probationary period, you will have an opportunity to ascertain whether you are satisfied with the job and you must satisfy Micron that you have the qualities necessary for, and are capable of performing, those duties assigned to you at the level required by Micron.

2.3 Your employment will be assessed by Micron during the probationary period. If your employment (conduct, performance, etc.) has been satisfactory to Micron and to you, your employment will be confirmed and will continue in accordance with the terms of this Agreement. If this is not the case your employment will either be extended on probation or cease at the end of the probationary period unless it is terminated earlier in accordance with **clause 2.4** below.

2.4 During the probationary period, you or Micron may terminate your employment by giving 15 days' notice or by Micron paying you a sum equal to your Fixed Salary for 15 days in lieu of notice. If the probationary period is extended beyond six months, then the relevant notice period (and payment in lieu) will be one month.

3 Travel

You must make such journeys on the business of Micron and its Related Companies as may be reasonably required by Micron, using such transport as Micron determines.

4 Expenses

Micron will reimburse you for all work-related expenses:

- (a) properly incurred by you in execution of your responsibilities and duties (including, without limitation, travel, accommodation, entertainment and telephone expenses);
- (b) substantiated to the reasonable satisfaction of Micron, whether by production of receipts or otherwise;
- (c) which are approved by an authorized Micron representative; and
- (d) are otherwise incurred and claimed in accordance with applicable Micron policy.

5 Leave

5.1 You are required to notify Micron immediately of every absence from work and its probable duration. Upon request by Micron, you must promptly provide Micron with reasons for the absence.

5.2 Micron may require you to be examined by a medical practitioner nominated by Micron, who will provide a report to Micron, the disclosure of which you hereby consent to, in respect of any illness or injury for which you take paid or unpaid sick leave.

6 Termination

6.1 Your employment may be terminated at any time:

- (a) by you giving to Micron the required period of notice in writing as set out in the accompanying offer letter (Micron will have the sole discretion to allow you to pay Fixed Salary in lieu of your notice period or waive the same); or
- (b) by Micron giving to you the required period of notice set out in the accompanying offer letter or by paying you an amount equal to your Fixed Salary in lieu of notice for that period or in part by giving you notice and in part by making a payment to you in lieu of notice.

6.2 Micron may terminate your employment for reasons of unsatisfactory performance, redundancy, financial difficulties or business restructuring, loss of faith or confidence, etc., or for no reason at all.

6.3 During the periods of notice provided for in **clauses 6.1**, Micron may, at its discretion, require you to:

- (a) not attend for work or contact any customers or clients; and/or
- (b) perform duties which are different to those which you were required to perform during the rest of your employment with Micron, provided only that you have the necessary skills and competencies to perform the duties.

6.4 Your employment may be terminated by Micron at any time with immediate effect, without notice or any payment in lieu thereof:

- (a) if you are guilty of misconduct, including, without limitation:
 - (i) wilfully, or deliberately, behaving in a way that is inconsistent with the continuation of the contract of employment;
 - (ii) commission of any act or omission that causes imminent, or serious, risk to:

(A) the health or safety of a person; or

(B) the reputation, viability or profitability of Micron's business;

(iii) in the course of your employment, engaging in theft, fraud misappropriation of property or assault;

(iv) intoxication at work; or

(v) refusing to carry out a lawful and reasonable instruction;

(vi) repeated failure to comply with lawful directions of Micron and its officers;

(vii) habitual unauthorised absence or unauthorised absence for a period exceeding 3 days.

(b) if you engage in conduct that could bring you or Micron into disrepute, including but not limited to acceptance or offering of illegal gratification;

(c) if you materially or habitually neglect your duties;

(d) if you breach any material provision of this Agreement or your Confidentiality and Intellectual Property Agreement; or

(e) on any other ground for which Micron would be entitled to terminate your employment without notice at law.

6.5 Your employment with Micron will terminate automatically once you reach the mandatory retirement age of 60.

6.6 Micron is a member of the Responsible Business Alliance (RBA) and complies with the RBA Code of Conduct (Code). If, at the time you give notice of termination, the Code requires a cap on the amount which may be due from you in the event Micron agrees to allow you to pay Fixed Salary in lieu of your notice period, then Micron will apply the cap that applies at the time. The current cap under the Code is 60% of your monthly Fixed Salary.

6.7 Any resignation submitted by you in accordance with the terms set under **section 3** of the accompanying offer letter and **clauses 2.4** and **6.1** of these Standard Terms Agreement must be accepted by Micron to become effective. Once accepted, your resignation cannot be withdrawn by you without the express consent of Micron.

6.8 If you are unable by reason of continued ill-health, sickness, accident, disability or injury for a period of 6 months or more to perform your roles and duties hereunder, Micron may at its discretion terminate your employment.

6.9 Micron may suspend you with pay while investigating any matter which Micron believes could lead to Micron exercising its rights under

Ch. Mani Deepak Rao

clause 6.4 or taking any other disciplinary action.

- 6.10 On termination of your employment, you must immediately hand over responsibilities to a person nominated for that purpose by Micron. You must also deliver to such person all papers, documents and other property of Micron and its Related Companies that may be in your possession, control or power (including but not limited to any phones, computers, vehicles, etc. provided by Micron).
- 6.11 Termination under **clause 6** does not affect any accrued rights or remedies of Micron in respect of any breach or default by you.
- 6.12 The rights of termination under **clause 6** apply according to their terms and are not limited by any other term of this Agreement (including implied terms).
- 6.13 You agree and accept that any statutory or other "last in first out" rule or any modifications thereof will not apply in the event of termination of your employment for any reason whatsoever.

7 What Happens After the Termination of Employment

- 7.1 If your employment is terminated for any reason Micron may set off any amounts you owe Micron (including deductions for the cost of repair or replacement of property issued to you) against any amounts Micron owes you at the date of termination except for amounts Micron is not entitled by law to set off.
- 7.2 Your obligations regarding non-disclosure of confidential information, protection of intellectual property, and any other provisions that are meant to survive termination of this Agreement, that are contained in this Agreement or the Confidentiality and Intellectual Property Agreement, will survive the termination of your employment.

8 Remuneration

- 8.1 Micron may, at its discretion, change the pay components that comprise your Fixed Salary, provided that it may not reduce the amount of your Fixed Salary and the Basic Salary will not in any circumstance comprise less than 50% of your Fixed Salary.
- 8.2 Micron may recover from your Fixed Salary any overpayments made to you in respect of any payment made to you by Micron.

9 Compliance

The exercise of or compliance with any discretion, right or obligation under this Agreement is subject to compliance with all applicable laws.

10 Data Protection

You consent to Micron holding and processing data relating to you for legal, personnel, administrative and management purposes and in particular to the processing of any "sensitive personal data" (as defined in the Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011) relating to you. You agree to Micron making such information available to third parties on a need to know basis. You also consent to the transfer of such information to Micron's business contacts within or outside India in order to further Micron's business interests.

11 Employee Surveillance

You agree and understand that Micron may use various modes to ensure that the internet communication systems provided to you are used in an appropriate manner. These may include scanning, reading, inspection, scrutiny of emails sent and received and websites visited or created by you. You acknowledge that you do not have any expectation of privacy when using Micron's resources. For the avoidance of doubt, and for the limited purpose of safeguarding Micron's confidential and proprietary information, Micron will have the right to monitor any personal or official e-mail or social media forum that maybe accessible to you from Micron's resources, including but not limited to Gmail, Facebook, Twitter, Instagram, etc. Micron also reserves the right to monitor its employees using various security measures including but not limited to closed circuit television systems. These maybe installed on Micron's premises overtly or covertly to ensure that the employees do not participate or propagate any activities which are or could be prejudicial to Micron's business interests, or which could bring it into disrepute.

12 Warranty

You warrant that:

- (a) you have not entered into, and will not enter into, any agreement in conflict with this Agreement or your employment with Micron;
- (b) you having provided Micron with information that is true and complete in all respects;
- (c) your employment with Micron will not violate any agreement with, or rights of, any third party;
- (d) you have not been arrested, or convicted of, or cautioned for, or charged but not yet tried with any offence or crime or other similar legal action and there is no lawsuit, arbitration, administrative or other proceeding, disciplinary action, governmental or any other investigation

pending or, to the best of your knowledge, threatened against you;

- (e) you have not been the subject of any adverse court judgment which threatens your solvency or substantially compromises your financial security.
- (f) except as expressly authorized by Micron in writing, you will not use or disclose your own or any third party's confidential information or intellectual property when acting within the scope of your employment or otherwise on behalf of Micron; and
- (g) you have not retained anything containing any confidential information of a prior employer or other third party, whether or not created by you.

13 Severability

Part or all of any clause of this Agreement that is illegal or unenforceable will be severed from this Agreement and the remaining provisions of this Agreement continue in force.

14 Waiver

The failure of either party at any time to insist on performance of any provision of this Agreement or to fail to exercise a right under this Agreement is not a waiver of its right at any later time to insist on performance of that or any other provision of, or exercise that or any other right under, this Agreement.

15 Additional Remedies

Notwithstanding anything contained in this Agreement, in addition to any remedy available to Micron, whether provided herein or conferred by statute, civil law, common law, custom, trade, or usage, Micron will be entitled to obtain an injunction against you from a civil court of competent jurisdiction.

16 Successors and Assigns

Micron will have the right to assign this Agreement and all covenants and agreements herein will inure to the benefit of and be enforceable by such successors and assigns. This Agreement is personal to you and cannot be assigned by you.

17 Entire Agreement

This Agreement and the Confidentiality and Intellectual Property Agreement:

- (a) constitute the entire agreement between the parties as to their subject matter; and
- (b) in relation to that subject matter, supersede any prior understanding or agreement between the parties and any prior condition, warranty, indemnity or representation imposed, given or made by a party.

18 Headings

Headings are for ease of reference only and do not affect the meaning of this Agreement.

19 Alteration and Exercise of Rights

This Agreement may only be altered in writing signed by each party. Micron reserves the right, in the event of there being any variance in any terms and conditions of employment or in such policies and direction that may be circulated and communicated to you, to construe such variance in the manner that best reconciles such difference having regard to the objectives and purpose of your employment under this Agreement. Micron's construction and reconciliation of such variance will be final. The exercise of any right or discretion by Micron under this Agreement or in connection with your employment is in its absolute discretion and is not subject to any implied restrictions (including any implied term of mutual trust and confidence).

20 Governing Law

This Agreement is governed by the law applicable in India and the parties irrevocably and unconditionally submit to the exclusive jurisdiction of the courts of Bangalore, India.

21 Definitions

21.1 **Agreement** means these Standard Terms and the accompanying offer letter.

21.2 **engage in** means to participate, assist or otherwise be directly or indirectly involved as a member, shareholder (other than a shareholding of less than five percent (5%) in a company listed on any recognised stock exchange), unitholder, director, consultant, adviser, contractor, principal, agent manager, employee, beneficiary, partner, associate, trustee or financier.

21.3 **Related Companies** means Micron's parent and subsidiary companies and corporations, and their respective subsidiary and parent companies and corporations that may be formed from time to time.

Unless the context otherwise requires, terms defined in the accompanying letter have the same meaning in these Standard Terms and vice versa.

MANI DEEPAK RAO CHITNENI

Name

Ch. Manideepak Rao 11/09/2022

Signed and Dated (mm/dd/yyyy)

17463146

08-Jun-2023

Bodula Manoj kumar

India - Bengaluru

Offer - Appointment Letter

Dear Bodula Manoj kumar,

Based on your application and subsequent discussions we had with you, we are pleased to offer you employment in our organization as **Engineering Trainee**. The terms in this agreement shall be effective as of the Date of joining (as defined below)

- 1) **05-Jul-2023**. This employment offer is valid for fifteen (15) calendar days from the date of offer. If the company does not receive any confirmation from you or receive the documents which has been requested within the stipulated time, this offer shall lapse automatically and there shall be no further communication from the company in furtherance of this offer of employment.
- 2) You will be based at **India - Bengaluru** location. You are, however, liable to be transferred to any of our establishments/locations in India, or overseas or to any subsidiary or associate company, whether existing now or still to be formed. Such transfer / deputation will be in accordance with the company's rules in force during the relevant transfer / deputation.
- 3) Your annual compensation will be INR 3,88,34,95 and in addition, you will be eligible for Bonus INR 11,650 the details of which are outlined in the Annexure - A. This is subject to usual statutory and / or other taxes, which may be imposed from time to time by the Government, or any public body authorized to do so.
- 4) You will also be covered by Provident Fund, Gratuity, Medical and other schemes of the company as applicable to your category that are in

force at present and / or may be amended from time to time. These shall also be subject to taxes as applicable under relevant laws.

- 5) Training: You will undergo Company defined training program immediately after your joining. Your training will include classroom and on-the-job trainings. The duration of the training will be based on the business requirement. Your continuation of employment will be based on successful completion of the training program. Upon successful completion of training, you will be entitled for a Level and designation change in line with the Career Architecture Framework.
- 6) Notice Period: You & the Company will be mutually be required to give 30 Days notice to terminate this employment contract post joining. The last working day would be decided at the sole discretion of the Management and in the event of being relieved within the notice period days, , the remaining part of notice period days would be adjusted against the existing leave balance or an equivalent of Basic and HRA. The Company, however will have the right to terminate your appointment forthwith on account of misconduct, including but not limited to, fraudulent, dishonest or undisciplined conduct, or breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's or Client's property or breach of the confidentiality obligations. In all other instances, the Company reserves the right to terminate the appointment by giving 30 Days notice or payment of Basic and HRA in lieu of notice.
- 7) Leave: You will be entitled to an equivalent of 21 working days in a calendar year (January till December). This translates to 1.75 days per month and would be prorated based on your date of joining the Company.
- 8) Unauthorized Absenteeism: You agree that all/any unplanned/unauthorized leave for 3 (three) or more consecutive working days without prior intimation will be deemed as 'Abandonment of Services' (unless such unplanned leave, is for the reasons of medical emergency which shall be substantiated with valid documentary proof within 7 (seven) days from the date of such absence) and you shall not be entitled to any monetary and non-monetary benefits as was applicable to you. This provision shall also be applicable to all/any such unplanned/unauthorized leave during your serving the notice period, if

any. You shall also be not entitled to any monetary and non-monetary benefits, in case of your resignation and you do not serve the agreed notice period as directed by the Company.

- 9) Retirement: You will retire from the employment of the company in the month in which you attain 58 years of age. The age will be calculated based on the date of birth declared by you and mentioned in employment records.
- 10) Confidentiality: During your employment with the Company, you will be exposed to confidential information regarding the Company, our customers, employees and other stakeholders. You will hold all such information in utmost confidence and use such information only for the benefit of the Company and only to the extent required thereof. You will not divulge any information concerning the company's (or its associates) to operations, know-how, secrets etc. that you may come to acquire as an employee of the company any unauthorized person, nor use for any purpose other than Company's during the period of your employment with us, or thereafter.
- 11) The Company shall be the sole owner of any intellectual property developed by you during your employment with the organization, having rights to sell, license, and control duplication, distribution, and preparation of deliveries of the intellectual property. You shall not claim any income nor benefit from any such development at any point of time. You will be required to sign an Employee Undertaking/Non-Disclosure Agreement (NDA) at the time of joining.
- 12) You shall maintain and protect the assets, properties, facilities, software, and hardware, if and when provided by the Company for your use. On demand, you shall take steps to return such assets, properties etc., back to the Company in the same condition as given, subject to normal wear and tear, on cessation of employment or any other time as may be required by the Company. Failing this, the Company shall be entitled to recover such cost / compensation as it may deem fit, keeping in view the cost and value of such assets and properties.
- 13) You will keep the Company informed of any change in your residential address and / or civil status. Any communication conveyed or

letters/documents sent to the last recorded address with the company, shall be deemed to have been duly served on you.

- 14) You will be governed by the Rules, Regulations and Policies & Processes of the Company as are in force at present and / or as may be introduced from time to time.
- 15) You shall be responsible for the use of Email facilities provided by the Company on the express understanding that such usage will not be detrimental to the best interest of the Company. You agree not to transmit messages for personal commercial purposes, sending indecent/defamatory or indecent messages including any other unlawful materials; disseminate confidential information and trade secrets of the Company; knowingly cause interference or disruption to company's network by sending unsolicited bulk mails also prohibited. The Company shall have all rights and discretion to monitor and record your use of emails and its contents that are held, sent, and received through the emails on all such equipments' made available to you by the Company at any time. Random checks shall be conducted to ensure the rules of email facilities are observed. Any violation under this provision may result in disciplinary action including termination of employment.
- 16) You are requested to submit the following certified copies at the time of joining:
 - Proof of Date
 - Indian Driving License with Clear Photograph
 - Indian Passport Copy with Clear Photograph
 - Any Document as recognized by the Union of India to substantiate and prove your Indian citizenship, which include Aadhar Card/Voter's ID Card etc
- 17) You will not take up any employment or assignment remunerative or honorarium with any other organization, body, or person without the consent of the Management in writing during the tenure of your service with us.

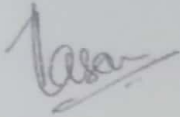
- 18) The Company may provide you special training from time to time in India or abroad, including on-hand training at its client sites. Considering the substantial investment in such training and development, Company will require you to sign a service agreement to serve the Company for a specific minimum period of time after receiving such training. The details of this agreement shall be spelt out at the time of nominating you to such training and will cover both direct and indirect cost of such training.
- 19) Your appointment is subject to the accuracy and completeness of the information as stated by you in your resume or company application form, including but not limited to any certificates, forms, answers to questionnaires, data sheets or other documents submitted by you. If it is found subsequent to your appointment that any information that you submitted is inaccurate or incomplete or that you have willfully suppressed material information, you shall be deemed to have committed a fraud on the Company and the Company reserves the right to terminate your appointment forthwith, notwithstanding anything to the contrary, and without prejudice to any other remedy available to the Company.
- 20) Notwithstanding your obligation to provide accurate information/records about yourself to the Company, the Company reserves the right at any time to make such inquiries as it deems fit, including but not limited to inquiries for the purpose of ascertaining the accuracy of any information/records you have given to the Company, and to verify whether you have a criminal record or a record of any indiscipline or misconduct with previous employer/s. If such verification proves data inaccuracy, forgery, criminal record, termination based on indiscipline/misconduct and/or non-satisfactory performance you agree to forfeit all monetary and non-monetary benefits as was applicable/accrued. By signing this letter, you shall be deemed to have agreed to conduct the 'background check verification' and to have waived your right to lodge any claim or action against the Company, including but not limited to any claim related to invasion of privacy.
- 21) Any future changes in the Company policies, Benefits rules & regulations will supersede the points mentioned in this letter.

Any claim(s) / statements made by you at the time of application which is not supported by the above documents makes your appointment liable to cancellation and our offer withdrawn without any notice or compensation.

Any dispute arising in connection with your employment shall fall under the jurisdiction of the Bangalore High Court / Bangalore Courts.

We welcome you to Microland Limited and look forward to a long and happy association. You are requested to sign your full name on the duplicate copy of this letter and return it to us as a token of acceptance after going through the above terms and conditions.

Sincerely yours,
For Microland Limited,



Srinivasan T R
Chief People Officer

Declaration: "I have read understood and unconditionally accept the terms and conditions of my appointment letter and agree to keep its contents strictly private and confidential. I understand that my sharing this confidential information with anybody, including but not limited to any employee of the Company, will amount to a breach of my employment terms with the Company and I will be liable to be terminated without any notice or compensation in lieu of. I hereby declare that the information stated in my resume and any other information I have given/may give the Company is complete, accurate and true in all aspects."

Read, understood and agreed.


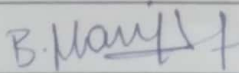
Name: Bodula Manoj kumar

Signature: B. Manoj Kumar

Date:

09-june-2023

Annexure - A

Name :	Bodula Manoj kumar	
Designation :	Engineering Trainee	
Level :	PT	
Location :	India - Bengaluru	
Notice Period :	30 Days	
Components	Monthly (₹)	Annual (₹)
Basic	16,255	1,95,060
House Rent Allowance	6,502	78,024
Flexible Benefit Plan [1]	6,873	82,477
GROSS	29,630	3,55,561
PF - Company's Contribution @ 12% of Basic [2]	1,950	23,407
Gratuity	782	9,382
COST TO COMPANY (CTC)	32,362	3,88,34,9.5
Bonus1 [3]		11,650
TOTAL EARNING POTENTIAL (TEP)	33,333	4,00,000
Group Medical Coverage Premium [Company borne] [4]		
TOTAL EARNING POTENTIAL + Benefits (TEPB)		4,00,000
BENEFITS		Insured Amount (₹)
Group Medical Insurance Scheme for Self, Spouse & 2 Dependent Children		4,00,000
Group Personal Accident Insurance		2 * Annual CTC (minimum of 10,00,000)
Group Term Life Insurance		3 * Annual CTC (minimum of 16,00,000)
 Srinivasan T R Chief People Officer		
Accepted By - Bodula Manoj kumar:	Signature: 	Date: 08-Jun-2023

Annexure - A (continued)

1. Payable monthly, as per your customized allocation towards: Leave Travel Allowance (LTA), Conveyance, Medical, Vehicle, Meal Vouchers, Child Education. enabling you to plan your tax outflow in an optimum manner. The balance amount, post allocation, will be paid out as Special Allowance.
2. An equal amount, will be deducted, as your contribution, as per Provident Fund (PF) guidelines.
3. Payable annually, if eligible, based on your and your unit's Performance measured during the Appraisal Cycle and Target Achievements as per KRAs set for the Performance Evaluation Year, on a prorata basis.
4. Parental Policy, if opted for, is an additional benefit, for which the premium will be deducted monthly.
GMC Parental - Parental Policy, if opted for, is an additional benefit, for which the premium will be deducted on a monthly basis.

Date: 05-Dec-2022

Name: Durgam Prashanth

College: CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY, Proddatur

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Durgam Prashanth,

Welcome to LTIMINDTREE (hereinafter referred as the "Company"). Congratulations on being selected as a GRADUATE ENGINEER TRAINEE. This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (refer annexure 1) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 30,000 pm.**
2. All payments made to you would be subject to deduction of applicable taxes at source (TDS). Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.
3. You will also be issued a detailed Letter of Appointment as GRADUATE ENGINEER TRAINEE subject to you meeting the eligibility criteria as mentioned in Annexure-1. Your appointment is in accordance with the Apprentices Act, 1961.
4. Documents - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer Annexure-2).
5. Background Verification - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.
6. If the above terms and conditions are acceptable, kindly acknowledge this GRADUATE ENGINEER TRAINEE Offer Letter by digitally signing this offer within 7 days from the date of receipt of this mail and offer document.

If you do not digitally sign the offer letter within the above-mentioned period, the aforesaid offer automatically stands cancelled. Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal <http://www.mhrdnats.gov.in> within [7] days from the date of this offer or once your final semester is completed as applicable.

8. You may be confirmed in 3 months from the effective start date of your employment with the Company. During this period, a prior notice of 7 days shall be applicable, in case of voluntary resignation by the employee. Your employment with LTIMINDTREE will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances, which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Training Program assessments
- Unauthorized absence during the Training Program
- Integrity and other disciplinary expectations

9. All Annexures appended herewith shall form an integral part of this letter.

10. Your engagement with the Company will be governed by the rules, regulations and policies of the Company in effect.

11. The terms and conditions mentioned above are subject to change at any time at sole discretion of the Company and as per business demands without prior notice.

12. According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

13. Post successful completion of 3 months and subject to joining the Company, your annual CTC including all benefits will be as per the details mentioned in 'Annexure-3'.

14. As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining the Company. You are therefore requested to complete the Company training which will be communicated to you separately. Company has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings are critical and the outcomes would have a direct impact on your onboarding.

We welcome you to the LTIMINDTREE family and look forward to a long and fruitful association with you.

Yours faithfully,

For LTIMINDTREE Ltd (Formerly Larsen & Toubro Infotech Limited)*.



Shalini Macaden
VICE PRESIDENT - PEOPLE FUNCTION

I have read the letter and accept the same.

D. Prashanth

D.Prashanth (Dec 6, 2022 13:33 GMT+5.5)

Dec 6, 2022

ANNEXURE-1

Qualification	B.E./B.Tech.
Branches:	All Branches
Age Criteria: As on date of Offer	Less than 24 years
Academic Gap:	Academic gap allowed <u>only after the completion</u> of the entire course i.e after SSC/after HSC or Diploma. No Year drop allowed.
Course must complete in:	4 years
SSC, HSC/Diploma (if applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA
	NOTE: * SSC /HSC should have cleared in <u>FIRST ATTEMPT</u> only. * Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. * For Diploma Holders, <u>final semester</u> should have cleared in <u>FIRST ATTEMPT</u> only. * For candidates pursuing HSC and Diploma(both), marks scored in the Diploma course will be taken into consideration.
Graduation, Post-Graduation Percentages/CGPA:	Aggregate of 60% & Above <u>OR</u> Equivalent CGPA
	* For the interview process, an aggregate of 60% & above <u>till the results of the last conducted examination</u> will be considered * Aggregate of 60% & above or equivalent CGPA <u>must be obtained</u> after declaration of final semester results
	Includes aggregate of all semesters AND all appeared subjects (irrespective of the University rule)
	Conversion from CGPA into Percentage must be calculated as per your respective University norms
Re-attempts/ATKTs/Backlogs/Arrears: (Diploma, Graduation, Post-Graduation)	* No active/live backlogs allowed at the time of the interview process * All backlogs (if any) must be cleared <u>with the final semester exams</u> . All final semester subjects <u>must be attempted and cleared in the First Attempt</u> (No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course)
	* Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. * This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. * Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.
Nature of Course:	All Full-Time courses Only
Citizenship:	Resident Indian Citizens Only
Your College/Institution MUST be:	UGC / AICTE Approved ONLY
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence

Training phase:	The period of training (classroom/virtual) and the subsequent technology tracks assigned for training are purely subjected to the business requirements. Non-performance during training/on the job phase is subjected to separation from the organization
Eligibility for Maternity Leave:	As per the Maternity Benefit Act, 1961, employee would be entitled for maternity leave if she has worked for a minimum of 80 days in the organization in the twelve months immediately preceding the date of her expected date of delivery

Self-Declaration:

1. I hereby declare that I meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of employment.
2. I am aware that this recruitment process is completely free of cost.
3. I am aware that I may be subjected to immediate action by the company at any time during or after the Interview/Selection/Joining if found hiding any information/producing incorrect information or not meeting all the criteria mentioned above.
4. I am flexible to work at any LTIMINDTREE Development Center/ Customer Site/ Partner premise as per business requirement.
5. I am flexible to work in any technology/domain/work shift assigned to me based on the business requirement

Candidate Signature:


D.Prashanth (Dec 6, 2022 13:33 GMT+5.5)

Name:

Durgam Prashanth

Institute Name:

CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY

Mobile No:

9390369109

Date of interview process:

16-Oct-2022

ANNEXURE-2

Please bring along with you the following documents in original and one copy of the same.

- A. Duly acknowledged copy of the GRADUATE ENGINEER TRAINEE Offer Letter.
- B. Non-Disclosure Agreement.
- C. Two copies of your recent passport size photograph with white background.

Attested copies of the following are required:

- 1. Proof of age.
- 2. SSC/HSC or equivalent examination mark sheets.
- 3. Diploma / Degree mark sheets for all the Semesters/Years.
- 4. Passport first & last page.
- 5. Four-wheeler Driving License.
- 6. Pan card.
- 7. Aadhar card.

You are requested to note that our offer is subject to submitting the above documents.

ANNEXURE-3

Name : Durgam Prashanth
Salary Grade : C1

Date: 05-Dec-2022

Components	INR p.a.	INR p.m.
Basic	180,000.00	15,000.00
Bouquet of Benefits*	261,600.00	21,800.00
Statutory Bonus	21,000.00	1,750.00
A. Base Salary (p.a.)	462,600.00	38,550.00
Annual Incentive (p.a.)	0.00	
B. Total Variable (p.a.)	0.00	
C. TTC (p.a.)	462,600.00	
Provident Fund (PF)	21,600.00	1,800.00
Gratuity	8,664.00	722.00
Mediclaime Premium	7,704.00	
D. Retirals & Other Benefits	37,968.00	
Cost to Company (CTC) C + D	500,568.00	

Medical Insurance Premium:

The Group Medclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age). Coverage limits are as per company policy

You would also be eligible to be covered under the Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

- 1) Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
- 2) Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA, Conveyance, LTA, Meal Allowance and Adhoc allowance.
- 3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
- 4) The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
- 5) Gratuity payment shall be as per "Payment of Gratuity Act, 1972".
- 6) Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

Code of Conduct

Summary:

LTIMindtree employees are expected to follow a professional code of conduct and work ethics. The intent of this document is to lay the ground rules for professional and disciplined behavior in the office premises and/or at client locations. LTIMindtree cannot anticipate all situations that may arise during your employment. When in doubt about an appropriate course of conduct, please contact your supervisor or a People Function representative.

Your employment with LTIMindtree is subject to your acceptance of this Code of Conduct Procedure. All LTIMindtree employees are required to read, understand and sign the Code of Conduct procedures when they are hired.

Objective:

To define guidelines on the professional code of conduct and work ethics in the office premises and/or at client locations.

Eligibility/Applicability:

All LTIMindtree employees, LTIMindtree's clients, vendors, partners etc.

Code of Conduct :

The policy details various scenarios under which Code of Conduct is monitored.

1) Personal Interest v/s LTIMindtree's interest

In day-to-day work scenarios, you could face situations where a possible course of action would advance your personal interests at the expense of the company. In such situations, you are expected to put the best interests of the company first. When in doubt, please check with People Function and/or your Manager.

2) Use of proprietary or confidential information of third party

You should not disclose to LTIMindtree, bring onto LTIMindtree's premises or induce LTIMindtree to use any confidential information that belongs to anyone other than LTIMindtree or yourself. You are instructed neither to make use of any confidential or proprietary information of a third party in the course of performing your job duties or services, nor include or incorporate any such information with or into any product or work that you create, design, or develop for or on behalf of LTIMindtree in the course of performing your duties or services unless you have the prior written consent of LTIMindtree. Reference to 'LTIMindtree' above includes LTIMindtree's clients, vendors and partners as well.

3) Office for Profit

Without the consent of LTIMindtree, you are prohibited from initiating or accepting any work as an Employee, consultant, adviser or as a member of board of directors of any other company. If you wish to seek approval for such outside work, please contact your People Function representative.

4) Vendor relationship

In your capacity as a LTIMindtree employee or Consultant, neither you in the capacity of employee nor any of your immediate family members can be a vendor of LTIMindtree. You shall not accept advice, service, or gifts or presents in kind or cash from a vendor of LTIMindtree with a value greater than \$25. If you receive any gifts from a vendor with a value greater than \$25, or if a vendor engages in a pattern of offering you small gifts, please inform your reporting manager or ask People Function for guidance.

5) Using LTIMindtree's time and assets

You should not use LTIMindtree's or its customers' time or any of its assets for performing outside or personal work. In addition, you should not abet, entice, motivate, help, or coerce fellow employees to use such time and assets for outside or personal work that could reasonably be construed to have a detrimental effect on LTIMindtree.

6) Personal Relationship

Your spouse or any other member in your immediate family may be working with a competitor or vendor of LTIMindtree. This calls for extra-sensitivity to confidentiality of LTIMindtree's information as there is a possibility that the closeness in relationship could lead to inadvertently compromising LTIMindtree's interest. You are requested to be aware of the potential conflicts that might arise and inform the People Function accordingly.

If you are a member of an Enabling function such as People Function, Finance, IS etc you cannot have an immediate family member employed in another function/role in LTIMindtree, unless it has been explicitly approved by the head of People Function.

7) Equal Opportunity

LTIMindtree is an equal opportunity employer and makes employment decisions on the basis of merit. The Company seeks to have the best available individual(s) in every position. LTIMindtree prohibits unlawful discrimination based on race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by federal, state or local laws.

LTIMindtree is committed to complying with all applicable laws providing equal opportunities to individuals regardless of race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by law. This responsibility applies to all persons involved in the operations of LTIMindtree and prohibits unlawful discrimination by any LTIMindtree employee, including supervisors and coworkers.

LTIMindtree prohibits taking negative action against any LTIMindtree employee for reporting a possible deviation from this policy or for cooperating in an investigation. Any LTIMindtree employee who retaliates against another LTIMindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation will be subject to disciplinary action, up to and including termination of employment.

8) Dating/Romantic/Sexual Relationships

LTIMindtree recognizes that sometimes employees enter into personal relationships in the workplace, and this provision is not intended to prohibit such relationships. However, certain romantic or sexual relationships can interfere with the smooth operation of its business. Some of these relationships can also result in actual or potential disclosure of confidential or sensitive information and can have other detrimental effects. LTIMindtree reserves the right to determine when a relationship presents a problem in the workplace.



Without limiting its discretion to address problematic relationships or situations, LTIMindtree offers the following guidelines:

During working time and in working areas, employees must keep personal exchanges limited so that others are not distracted or offended, and so that productivity is maintained. During nonworking time, such as lunches, breaks and before and after work periods, employees may have appropriate personal conversations in non-work areas as long as their conversations and behaviors could not be perceived as offensive or uncomfortable to a reasonable person. Employees are strictly prohibited from engaging in conduct that would be deemed inappropriate by a reasonable person while on company premises, regardless of whether they are working at the time.

LTIMindtree generally considers employee off-duty conduct as private, as long as the conduct does not create problems within the workplace. Exceptions to this principle, however, involve 1) romantic or sexual relationships between supervisors and subordinates (regardless of the reporting structure) or 2) romantic or sexual relationships between any employee in the People Function or Finance departments and any other employee. Both employees involved in a relationship in either of these categories must immediately disclose to LTIMindtree the existence of a romantic or sexual relationship. Such required disclosure must be made in writing to People Function. People Function will provide an appropriate form upon request. Failure to make this disclosure may result in disciplinary action up to and including termination of employment. This disclosure will enable LTIMindtree to determine whether, given the relative positions of the individuals involved, action should be taken.

If LTIMindtree determines that action must be taken, it may ask one or both of the employees to transfer to another position, location, or project. If a transfer proposed by LTIMindtree is refused, or if LTIMindtree determines that the situation cannot be adequately addressed by transfer (or if LTIMindtree determines that transfer otherwise would not be in the best interests of LTIMindtree), LTIMindtree may terminate the employment of one or both employees. LTIMindtree has the sole discretion to determine whether a problem exists and how to address it. Accordingly, LTIMindtree is not limited to transfer and discipline/termination as its only options.

9) Personal Behavior

LTIMindtree expects all LTIMindtree Minds to be honest and fair in dealing with people, customers, vendors, competitors or others because you are the brand ambassador of LTIMindtree and your actions help to form others' impressions about LTIMindtree.

10) Breach of Discipline

As discussed above, LTIMindtree expects all LTIMindtree employees to behave in a professional manner. Listed below are categories of inappropriate conduct that may lead to disciplinary action, up to and including termination of employment from LTIMindtree (This list is just illustrative and not exhaustive).

"Theft, fraud, forgery, embezzlement, misappropriation; dishonesty, harassment, indecent behavior, sexual advances, suggestive remarks, racial slurs, derogatory remarks/discrimination on - disability, veteran status, national origin, sexual orientation, race, color, religion, political affiliation, sex, or age. The list also includes forwarding/ viewing pornographic material at work or on work computers or other devices, willful insubordination, disobedience, absence without leave, habitually irregular attendance, neglect of work, willful damage of company property, disclosing/divulging trade secrets/confidential information/special processes/methodologies, unfair dealing with parties, false representation/misrepresentation, false recording/reporting of information, drunkenness, riotous behavior, commission of certain criminal offense(s), aiding or abetting any act listed herein, willful breach of law/rule / policy / guideline/procedure, working under the influence of alcohol or illegal drugs, creating/encouraging an offensive work environment, etc."

Registered Office: L&T House, Ballard Estate, Mumbai 400 001, India
www.ltimindtree.com | Telephone: + 91 022 22618181

In the event LTIMindtree receives information suggesting that you may have engaged in any of the conduct described above, People Function personnel may require you to undergo necessary tests/assessments/inquiry as appropriate. You will be expected to cooperate in any investigation People Function or LTIMindtree management conducts or directs. LTIMindtree reserves the right to test LTIMindtree employees for drug and alcohol use for cause or when a client requires testing.

11) Usage of Assets

As a LTIMindtree employee, you will come in contact with the below mentioned assets as part of your job. You shall not disclose or divulge any of these assets without permission. You also shall not give false information, misinterpret or misquote any of these assets.

Information which can safely be construed as intellectual property or as copyrightable material includes the following -

- Product of ideas and hard work
- Confidential data
- Any business/functional plan
- Personal information
- Design
- Processes and know-how
- Any internal databases
- Patents /application
- Copyrighted material
- Methodologies, Services etc.

You will also ensure that company confidential information is not used for -

- Benefiting a third party,
- Having reciprocal dealings for personal benefits,
- Acquiring pirated, illegal unlicensed software,
- Receiving or giving extensive gifts/presents,
- Following any practices that lead to monopolies or restrict trade,
- Causing any violation of legal or statutory requirements, etc.

Please understand that unintentional disclosure of proprietary information can be just as harmful as intentional disclosure. Hence you are directed not to disclose LTIMindtree's confidential information to anyone (including fellow employees, if you are unsure of whether to divulge or not) unless otherwise required or permitted by law or directed by LTIMindtree management.

12) Workplace Etiquettes

Workplace etiquette and housekeeping of personal space is a discipline. You must keep your desk space area clean at all times and should put away any papers, books, files, stationery, etc. when you close work for the day. You must ensure that you maintain minimum noise levels at all times so as not to disturb others. Please be conscious of LTIMindtree's Green council policy while using company / customer provided resources like printers, stationery, etc.

All LTIMindtree facilities/ campuses are designated as non-smoking zones. If you wish to smoke at work, please make use of designated smoking areas only.

It is imperative to safeguard the assets (computers, telephones, LCD, etc.) of the company from dishonest, illegal or willfully negligent acts. It is a serious violation to remove any assets from the company or use for personal benefit.

13) Information Disclosure

As a LTIMindtree Mind, you are expected to maintain the confidentiality of LTIMindtree's trade secrets and private or confidential information. Trade secrets may include information regarding the development of systems, processes, products, know-how and technology. If in doubt about whether a document or other information should be considered confidential, please contact your supervisor or People Function representative.

LTIMindtree employees should not speak to the media on LTIMindtree's behalf without contacting company spokesperson/public relations personnel. All media inquiries should be directed to them.

You must be aware that LTIMindtree subscribes to the provisions and guidelines of security controls as defined under ISO 27001 in the current form and with any subsequent changes. In LTIMindtree, you are expected to adhere to the defined compliance under the security policy. Any breach of information security controls may result in disciplinary action up to and including termination of employment.

14) Information privacy

For privacy related rights please refer to the Data Privacy Policy available in [LTIMindtree Privacy Policy Statement - LTIMindtree](#).

Agreed and Accepted

Signature : 
D.Prashanth (Dec 6, 2022 13:33 GMT+5.5)

Name : DURGAM PRASHAN

Date : Dec 6, 2022

LTIMindtree Offer Letter


Final Audit Report


2022-12-06


Created:	2022-12-05
By:	LTIMindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAASbo4kmZ69vlsqYuAuoCAR4YrbQdEewsz


"LTIMindtree Offer Letter" History

 Document created by LTIMindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
2022-12-05 - 6:17:22 PM GMT- IP address: 20.44.36.220

 Waiting for Signature by dprashanth1011@gmail.com
2022-12-05 - 6:17:25 PM GMT

 Signer dprashanth1011@gmail.com entered name at signing as D.Prashanth
2022-12-06 - 8:03:20 AM GMT- IP address: 115.98.225.95

 Document e-signed by D.Prashanth (dprashanth1011@gmail.com)
E-signature hosted by LTIMindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
Signature Date: 2022-12-06 - 8:03:22 AM GMT - Time Source: server- IP address: 115.98.225.95

 Agreement completed.
2022-12-06 - 8:03:22 AM GMT

Date: 09-Nov-2022

Name: PRATHAM M

College: CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY, Proddatur

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear PRATHAM M,

Welcome to MINDTREE (hereinafter referred as the "Company"). Congratulations on being selected as a GRADUATE ENGINEER TRAINEE. This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (refer annexure 1) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 25,000 pm.**
2. All payments made to you would be subject to deduction of applicable taxes at source (TDS). Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.
3. You will also be issued a detailed Letter of Appointment as GRADUATE ENGINEER TRAINEE subject to you meeting the eligibility criteria as mentioned in Annexure-1. Your appointment is in accordance with the Apprentices Act, 1961.
4. Documents - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer Annexure-2).
5. Background Verification - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.
6. If the above terms and conditions are acceptable, kindly acknowledge this GRADUATE ENGINEER TRAINEE Offer Letter by digitally signing this offer within 7 days from the date of receipt of this mail and offer document.

If you do not digitally sign the offer letter within the above-mentioned period, the aforesaid offer automatically stands cancelled. Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal <http://www.mhrdnats.gov.in> within [7] days from the date of this offer or once your final semester is completed as applicable.

8. You may be confirmed in 3 months from the effective start date of your employment with the Company. During this period, a prior notice of 7 days shall be applicable, in case of voluntary resignation by the employee. Your employment with MINDTREE will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances, which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Training Program assessments
- Unauthorized absence during the Training Program
- Integrity and other disciplinary expectations

9. All Annexures appended herewith shall form an integral part of this letter.

10. Your engagement with the Company will be governed by the rules, regulations and policies of the Company in effect.

11. The terms and conditions mentioned above are subject to change at any time at sole discretion of the Company and as per business demands without prior notice.

12. According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

13. Post successful completion of 3 months and subject to joining the Company, your annual CTC including all benefits will be as per the details mentioned in 'Annexure-3'.

14. As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining the Company. You are therefore requested to complete the Company training which will be communicated to you separately. Company has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings are critical and the outcomes would have a direct impact on your onboarding.

We welcome you to the MINDTREE family and look forward to a long and fruitful association with you.

Yours faithfully,
For MINDTREE Ltd.



Shalini Macaden
VICE PRESIDENT - PEOPLE FUNCTION

I have read the letter and accept the same.



Nov 10, 2022

ANNEXURE-1

Qualification	B.E./B.Tech.
Branches:	All Branches
Age Criteria: As on date of Offer	Less than 24 years
Academic Gap:	Academic gap allowed <u>only after the completion</u> of the entire course i.e after SSC/after HSC or Diploma. No Year drop allowed.
Course must complete in:	4 years
SSC, HSC/Diploma (if applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA NOTE: * SSC /HSC should have cleared in <u>FIRST ATTEMPT</u> only. * Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. * For Diploma Holders, <u>final semester</u> should have cleared in <u>FIRST ATTEMPT</u> only. * For candidates pursuing HSC and Diploma(both), marks scored in the Diploma course will be taken into consideration.
Graduation, Post-Graduation Percentages/CGPA:	Aggregate of 60% & Above <u>OR</u> Equivalent CGPA * For the interview process, an aggregate of 60% & above <u>till the results of the last conducted examination</u> will be considered * Aggregate of 60% & above or equivalent CGPA <u>must be obtained</u> after declaration of final semester results Includes aggregate of all semesters AND all appeared subjects (irrespective of the University rule) Conversion from CGPA into Percentage must be calculated as per your respective University norms
Re-attempts/ATKTs/Backlogs/Arrears: (Diploma, Graduation, Post-Graduation)	* No active/live backlogs allowed at the time of the interview process * All backlogs (if any) must be cleared <u>with the final semester exams</u> . All final semester subjects <u>must be attempted and cleared in the First Attempt</u> (No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course) * Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. * This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. * Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.
Nature of Course:	All Full-Time courses Only
Citizenship:	Resident Indian Citizens Only
Your College/Institution MUST be:	UGC / AICTE Approved ONLY
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence
Training phase:	The period of training (classroom/virtual) and the subsequent technology tracks assigned for training are purely subjected to the business requirements. Non-performance during training/on the job phase is subjected to separation from the organization



Mindtree

A Larsen & Toubro Group Company

Eligibility for Maternity Leave:

As per the Maternity Benefit Act, 1961, employee would be entitled for maternity leave if she has worked for a minimum of 80 days in the organization in the twelve months immediately preceding the date of her expected date of delivery



Self-Declaration:

1. I hereby declare that I meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of employment.
2. I am aware that this recruitment process is completely free of cost.
3. I am aware that I may be subjected to immediate action by the company at any time during or after the Interview/Selection/Joining if found hiding any information/producing incorrect information or not meeting all the criteria mentioned above.
4. I am flexible to work at any MINDTREE Development Center/ Customer Site/ Partner premise as per business requirement.
5. I am flexible to work in any technology/domain/work shift assigned to me based on the business requirement

Candidate Signature:

Name:

PRATHAM M

Institute Name:

CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY

Mobile No:

7730875727

Date of interview process:

18-Sep-2022

ANNEXURE-2

Please bring along with you the following documents in original and one copy of the same.

- A. Duly acknowledged copy of the GRADUATE ENGINEER TRAINEE Offer Letter.
- B. Non-Disclosure Agreement.
- C. Two copies of your recent passport size photograph with white background.

Attested copies of the following are required:

- 1. Proof of age.
- 2. SSC/HSC or equivalent examination mark sheets.
- 3. Diploma / Degree mark sheets for all the Semesters/Years.
- 4. Passport first & last page.
- 5. Four-wheeler Driving License.
- 6. Pan card.
- 7. Aadhar card.

You are requested to note that our offer is subject to submitting the above documents.

**ANNEXURE-3****Name : PRATHAM M****Salary Grade : C1****Date: 09-Nov-2022**

Components	INR p.a.	INR p.m.
Basic	180,000.00	15,000.00
Bouquet of Benefits*	161,040.00	13,420.00
Statutory Bonus	21,000.00	1,750.00
A. Base Salary (p.a.)	362,040.00	30,170.00
Annual Incentive (p.a.)	0.00	
B. Total Variable (p.a.)	0.00	
C. TTC (p.a.)	362,040.00	
Provident Fund (PF)	21,600.00	1,800.00
Gratuity	8,664.00	722.00
Mediclaime Premium	7,704.00	
D. Retirals & Other Benefits	37,968.00	
Cost to Company (CTC) C + D	400,008.00	



Medical Insurance Premium:

The Group Mediciclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age). Coverage limits are as per company policy

You would also be eligible to be covered under the Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

- 1) Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
- 2) Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA, Conveyance, LTA, Meal Allowance and Adhoc allowance.
- 3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
- 4) The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
- 5) Gratuity payment shall be as per "Payment of Gratuity Act, 1972".
- 6) Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.



Code of Conduct

Summary:

Mindtree Minds are expected to follow a professional code of conduct and work ethics. The intent of this document is to lay the ground rules for professional and disciplined behavior in the office premises and/or at client locations. Mindtree cannot anticipate all situations that may arise during your employment. When in doubt about an appropriate course of conduct, please contact your supervisor or a People Function representative.

Your employment with Mindtree is subject to your acceptance of this Code of Conduct Procedure. All Mindtree Minds are required to read, understand and sign the Code of Conduct procedures when they are hired.

Objective:

To define guidelines on the professional code of conduct and work ethics in the office premises and/or at client locations.

Eligibility/Applicability:

All Mindtree Minds, Mindtree's clients, vendors, partners etc.

Code of Conduct :

The policy details various scenarios under which Code of Conduct is monitored.

1) Personal Interest v/s Mindtree's interest

In day-to-day work scenarios, you could face situations where a possible course of action would advance your personal interests at the expense of the company. In such situations, you are expected to put the best interests of the company first. When in doubt, please check with People Function and/or your Manager.

2) Use of proprietary or confidential information of third party

You should not disclose to Mindtree, bring onto Mindtree's premises or induce Mindtree to use any confidential information that belongs to anyone other than Mindtree or yourself. You are instructed neither to make use of any confidential or proprietary information of a third party in the course of performing your job duties or services, nor include or incorporate any such information with or into any product or work that you create, design, or develop for or on behalf of Mindtree in the course of performing your duties or services unless you have the prior written consent of Mindtree. Reference to 'Mindtree' above includes Mindtree's clients, vendors and partners as well.

3) Office for Profit

Without the consent of Mindtree, you are prohibited from initiating or accepting any work as an Employee, consultant, adviser or as a member of board of directors of any other company. If you wish to seek approval for such outside work, please contact your People Function representative.



4) Vendor relationship

In your capacity as a Mindtree Mind or Consultant, neither you in the capacity of employee nor any of your immediate family members can be a vendor of Mindtree. You shall not accept advice, service, or gifts or presents in kind or cash from a vendor of Mindtree with a value greater than \$25. If you receive any gifts from a vendor with a value greater than \$25, or if a vendor engages in a pattern of offering you small gifts, please inform your reporting manager or ask People Function for guidance.

5) Using Mindtree's time and assets

You should not use Mindtree's or its customers' time or any of its assets for performing outside or personal work. In addition, you should not abet, entice, motivate, help, or coerce fellow employees to use such time and assets for outside or personal work that could reasonably be construed to have a detrimental effect on Mindtree.

6) Personal Relationship

Your spouse or any other member in your immediate family may be working with a competitor or vendor of Mindtree. This calls for extra-sensitivity to confidentiality of Mindtree's information as there is a possibility that the closeness in relationship could lead to inadvertently compromising Mindtree's interest. You are requested to be aware of the potential conflicts that might arise and inform the People Function accordingly.

If you are a member of an Enabling function such as People Function, Finance, IS etc you cannot have an immediate family member employed in another function/role in Mindtree, unless it has been explicitly approved by the head of People Function.

7) Equal Opportunity

Mindtree is an equal opportunity employer and makes employment decisions on the basis of merit. The Company seeks to have the best available individual(s) in every position. Mindtree prohibits unlawful discrimination based on race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by federal, state or local laws.

Mindtree is committed to complying with all applicable laws providing equal opportunities to individuals regardless of race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by law. This responsibility applies to all persons involved in the operations of Mindtree and prohibits unlawful discrimination by any Mindtree Mind, including supervisors and coworkers.

Mindtree prohibits taking negative action against any Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation. Any Mindtree Mind who retaliates against another Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation will be subject to disciplinary action, up to and including termination of employment.

8) Dating/Romantic/Sexual Relationships

Mindtree recognizes that sometimes employees enter into personal relationships in the workplace, and this provision is not intended to prohibit such relationships. However, certain romantic or sexual relationships can interfere with the smooth operation of its business. Some of these relationships can also result in actual or potential disclosure of confidential or sensitive information and can have other detrimental effects. Mindtree reserves the right to determine when a relationship presents a problem in the workplace.



Without limiting its discretion to address problematic relationships or situations, Mindtree offers the following guidelines:

During working time and in working areas, employees must keep personal exchanges limited so that others are not distracted or offended, and so that productivity is maintained. During nonworking time, such as lunches, breaks and before and after work periods, employees may have appropriate personal conversations in non-work areas as long as their conversations and behaviors could not be perceived as offensive or uncomfortable to a reasonable person. Employees are strictly prohibited from engaging in conduct that would be deemed inappropriate by a reasonable person while on company premises, regardless of whether they are working at the time.

Mindtree generally considers employee off-duty conduct as private, as long as the conduct does not create problems within the workplace. Exceptions to this principle, however, involve 1) romantic or sexual relationships between supervisors and subordinates (regardless of the reporting structure) or 2) romantic or sexual relationships between any employee in the People Function or Finance departments and any other employee. Both employees involved in a relationship in either of these categories must immediately disclose to Mindtree the existence of a romantic or sexual relationship. Such required disclosure must be made in writing to People Function. People Function will provide an appropriate form upon request. Failure to make this disclosure may result in disciplinary action up to and including termination of employment. This disclosure will enable Mindtree to determine whether, given the relative positions of the individuals involved, action should be taken.

If Mindtree determines that action must be taken, it may ask one or both of the employees to transfer to another position, location, or project. If a transfer proposed by Mindtree is refused, or if Mindtree determines that the situation cannot be adequately addressed by transfer (or if Mindtree determines that transfer otherwise would not be in the best interests of Mindtree), Mindtree may terminate the employment of one or both employees. Mindtree has the sole discretion to determine whether a problem exists and how to address it. Accordingly, Mindtree is not limited to transfer and discipline/termination as its only options.

9) Personal Behavior

Mindtree expects all Mindtree Minds to be honest and fair in dealing with people, customers, vendors, competitors or others because you are the brand ambassador of Mindtree and your actions help to form others' impressions about Mindtree.

10) Breach of Discipline

As discussed above, Mindtree expects all Mindtree Minds to behave in a professional manner. Listed below are categories of inappropriate conduct that may lead to disciplinary action, up to and including termination of employment from Mindtree (This list is just illustrative and not exhaustive).

"Theft, fraud, forgery, embezzlement, misappropriation; dishonesty, harassment, indecent behavior, sexual advances, suggestive remarks, racial slurs, derogatory remarks/discrimination on - disability, veteran status, national origin, sexual orientation, race, color, religion, political affiliation, sex, or age. The list also includes forwarding/ viewing pornographic material at work or on work computers or other devices, willful insubordination, disobedience, absence without leave, habitually irregular attendance, neglect of work, willful damage of company property, disclosing/divulging trade secrets/confidential information/special processes/methodologies, unfair dealing with parties, false representation/misrepresentation, false recording/reporting of information, drunkenness, riotous behavior, commission of certain criminal offense(s), aiding or abetting any act listed herein, willful breach of law/rule / policy / guideline/procedure, working under the influence of alcohol or illegal drugs, creating/encouraging an offensive work environment, etc."



In the event Mindtree receives information suggesting that you may have engaged in any of the conduct described above, People Function personnel may require you to undergo necessary tests/assessments/inquiry as appropriate. You will be expected to cooperate in any investigation People Function or Mindtree management conducts or directs. Mindtree reserves the right to test Mindtree Minds for drug and alcohol use for cause or when a client requires testing.

11) Usage of Assets

As a Mindtree Mind, you will come in contact with the below mentioned assets as part of your job. You shall not disclose or divulge any of these assets without permission. You also shall not give false information, misinterpret or misquote any of these assets.

Information which can safely be construed as intellectual property or as copyrightable material includes the following -

- Product of ideas and hard work
- Confidential data
- Any business/functional plan
- Personal information
- Design
- Processes and know-how
- Any internal databases
- Patents /application
- Copyrighted material
- Methodologies, Services etc.

You will also ensure that company confidential information is not used for -

- Benefiting a third party,
- Having reciprocal dealings for personal benefits,
- Acquiring pirated, illegal unlicensed software,
- Receiving or giving extensive gifts/presents,
- Following any practices that lead to monopolies or restrict trade,
- Causing any violation of legal or statutory requirements, etc.

Please understand that unintentional disclosure of proprietary information can be just as harmful as intentional disclosure. Hence you are directed not to disclose Mindtree's confidential information to anyone (including fellow employees, if you are unsure of whether to divulge or not) unless otherwise required or permitted by law or directed by Mindtree management.



12) Workplace Etiquettes

Workplace etiquette and housekeeping of personal space is a discipline. You must keep your desk space area clean at all times and should put away any papers, books, files, stationery, etc. when you close work for the day. You must ensure that you maintain minimum noise levels at all times so as not to disturb others. Please be conscious of Mindtree's Green council policy while using company / customer provided resources like printers, stationery, etc.

All Mindtree facilities/ campuses are designated as non-smoking zones. If you wish to smoke at work, please make use of designated smoking areas only.

It is imperative to safeguard the assets (computers, telephones, LCD, etc.) of the company from dishonest, illegal or willfully negligent acts. It is a serious violation to remove any assets from the company or use for personal benefit.

13) Information Disclosure

As a Mindtree Mind, you are expected to maintain the confidentiality of Mindtree's trade secrets and private or confidential information. Trade secrets may include information regarding the development of systems, processes, products, know-how and technology. If in doubt about whether a document or other information should be considered confidential, please contact your supervisor or People Function representative.

Mindtree Minds should not speak to the media on Mindtree's behalf without contacting company spokesperson/public relations personnel. All media inquiries should be directed to them.

You must be aware that Mindtree subscribes to the provisions and guidelines of security controls as defined under ISO 27001 in the current form and with any subsequent changes. In Mindtree, you are expected to adhere to the defined compliance under the security policy. Any breach of information security controls may result in disciplinary action up to and including termination of employment.

14) Information privacy

For privacy related rights please refer to the Data Privacy Policy available in People hub and <https://www.mindtree.com>.

Agreed and Accepted

Signature : 

Name : PRATHAM M

Date : Nov 10, 2022



Mindtree – LTI Amalgamation

Dear PRATHAM M

We deeply value your decision to consider joining Mindtree and look forward to collaborating with you on building a fast-paced, progressive career for you.

Thanks to our cutting-edge digital transformation work for a growing roster of customers, we have been reporting industry-leading growth for the past several quarters despite an environment of rapid business and technology shifts. Our success speaks to the strength of our business model and the relevance of our strategic direction as an enabler of superior competitive advantage, customer experiences, and business outcomes for some of the world's most pioneering enterprises. We are now ready to take a significant leap forward in further accelerating our industry-acclaimed growth journey with an eye on the future.

In May this year, Mindtree and LTI — both Larsen & Toubro Group companies — announced a merger that will see Mindtree and LTI join strengths to create an efficient and scaled-up IT services provider called **LTIMindtree** and exceeding \$3.5 billion. Mindtree and LTI have delivered market-leading financial performance and created tremendous value for shareholders. Given that recent industry shifts such as the prominence of large deals and preference for end-to-end offerings benefit at-scale players, the two companies have decided that the time is appropriate to combine the strengths of both organizations to serve customers better.

- Significant scale benefits are anticipated through Mindtree and LTI's complementary strengths, resulting in a more robust portfolio of offerings across verticals. Enhanced customer engagement and delivery model through the industrialization of delivery and streamlined value-enabling processes to improve large-deal capabilities. These opportunities will help build stronger partnerships with ecosystem players and, most notably, a more distinctive value proposition for you, including opportunities to take on exciting, new projects and reach greater heights in your career with LTIMindtree.

The transaction is awaiting shareholder and regulatory approvals, and the formal integration will begin after that. Until then, Mindtree and LTI will continue to operate as independent companies.

Thank you once again for considering the offer to join Mindtree. We are excited about the synergies this merger between Mindtree and LTI will help unlock for all our stakeholders. When you join, you will be a part of a dynamic workforce driven by a culture of innovation and growth. We are counting on you to provide further impetus to our industry-leading growth story.

We cannot wait to welcome you onboard.

Best Regards,

Talent Acquisition Team

Mindtree

Getting businesses +
to the **future, faster.**






Mindtree Offer Letter

Final Audit Report

2022-11-10

Created:	2022-11-09
By:	Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAARh7qKnnyt4C1hs11qy6_HKkxkV4V5I3

"Mindtree Offer Letter" History

-  Document created by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
2022-11-09 - 3:59:07 PM GMT- IP address: 20.44.36.221
-  Waiting for Signature by prathambunny.19@gmail.com
2022-11-09 - 3:59:13 PM GMT
-  Signer prathambunny.19@gmail.com entered name at signing as PRATHAM M
2022-11-10 - 8:33:17 AM GMT- IP address: 103.167.29.203
-  Document e-signed by PRATHAM M (prathambunny.19@gmail.com)
E-signature hosted by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
Signature Date: 2022-11-10 - 8:33:19 AM GMT - Time Source: server- IP address: 103.167.29.203
-  Agreement completed.
2022-11-10 - 8:33:19 AM GMT



28 February 2023

To

Sai Kalyan Annan

Dear Sai Kalyan Annan,

Congratulations! Moschip Technologies Limited (Formerly MosChip Semiconductor Technology Limited) is pleased to offer you employment on the following terms. This letter supersedes any and all previous offers verbal or in writing and is contingent upon successful completion of your background check.

1.Position: Your position will be **Trainee Engineer - Analog Design**. This is a full-time position. While you render services to the Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company. By signing this letter of agreement, you confirm to the Company that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company. You are required to execute a Service Agreement for four years six months (Liquidated damages for breach of agreement - Nine Lakhs Rupees).

2.Compensation: The Company will pay you **INR 324000** (Three Lakh Twenty Four Thousand Rupees) per annum inclusive of all benefits as shown in Annexure A. Your salary will be reviewed after the successful completion of your probation period, subject to your training performance evaluation which would be in between **(Rupees Five Lakh Fifty Thousand to Six Lakhs) 550,000 to 600,000/-** per annum as Total CTC. MosChip reserves the right to terminate your employment if your performance is not meeting our expectations.

3.Training/Probation: You will initially be on classroom training and probation for a period of six months from your date of joining, post which you're training for another one year would be on the job. It may be curtailed or extended based upon your performance and the decision of the management. You will be considered for probation completion after due evaluation and satisfactory performance. If you are absorbed in the company as regular employee, subject to you clearing the basic qualification needed for the job (Graduation – B. Tech) you will be entitled to the regular employee benefits as per the policy applicable.

4.Transfer: Your work location is Hyderabad. During your employment with the company, you will be liable to be transferred or deputed to any of the offices/departments of the Company/ Associate/ Subsidiary/ Group Companies/Client locations, whether anywhere in India or abroad on the same or similar terms and conditions of the employment.

5.Non-Disclosure Agreement: Like all Company employees, you will be required, as a condition of your employment with the Company, to sign the Company's standard Non-Disclosure Agreement and you are required to execute an Employee Comprehensive Agreement.

6.Employment Relationship: Your employment with the Company will be governed as per the terms agreed in Service Agreement. The Company or you can terminate employment by giving written notice or salary in lieu of 90 days and subjected to terms agreed in Service Agreement. However, in the event of gross misconduct or breach of the terms and conditions, the Company is entitled to terminate your employment with immediate effect.

Moschip Technologies Limited

7th Floor, "My Home Twitza"

Hyderabad Knowledge City, Hyderabad - 500081, Telangana, INDIA.

Tel. : +91 40 6622 9292, Fax : +91 40 6622 9393 www.moschip.com

ISO 9001:2015 CIN : L31909TG1999PLC032184



We hope that you will accept our offer to join our Company and that you have a long, happy and fruitful career here. You may indicate your agreement with these terms and accept this offer by signing and dating of this letter agreement and the enclosed Non- Disclosure Agreement and returning them to me. This offer, if not accepted, will expire at the close of business on **02 March 2023**. Your employment is also contingent upon your starting work with the Company on or before **06 March 2023**. We look forward to having you join the team.

Very truly yours,

Moschip Technologies Limited

By:

Kalpana Rao

Vice President - HR

I have read and accept this employment offer

Signature: _____

Dated: _____

Agreed Upon Start Date: _____

Moschip Technologies Limited

7th Floor, "My Home Twitza"

Hyderabad Knowledge City, Hyderabad - 500081, Telangana, INDIA.

Tel. : +91 40 6622 9292, Fax : +91 40 6622 9393 www.moschip.com

ISO 9001:2015 CIN : L31909TG1999PLC032184

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	129600	10800
HRA	51840	4320
Special Allowance	120960	10080
Gross Salary	302400	25200
Employer PF Contribution	21600	1800
Fixed CTC	324000	27000
Total CTC	324000	27000
Employee PF Contribution	21600	1800
Professional Tax	2400	200
Net Pay Excluding TDS	278400	23200

Medical Insurance (Med-Claim) *: Employee immediate family (Spouse and 2 children, set of Parents/In Laws) is insured to a sum of INR 3 Lakhs.

Personal Accident Insurance*: Employee is insured to a sum of 72 times the monthly basic, Maximum Coverage is 20 Lakhs.

*Premium paid by MosChip, insurance benefits are subjected to company policy, as applicable.

Gratuity*:As per the Gratuity Act 1972.

By: 

Kalpana Rao

Vice President - HR

Moschip Technologies Limited

7th Floor, "My Home Twitza"

Hyderabad Knowledge City, Hyderabad - 500081, Telangana, INDIA.

Tel. : +91 40 6622 9292, Fax : +91 40 6622 9393 www.moschip.com

ISO 9001:2015 CIN : L31909TG1999PLC032184

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 06/13/2023

Sai Vamshi Akula

C12006547

16-51/1,Hindu nagar, Old Mancherial, Mancherial

9059703312

Dear **Sai Vamshi Akula**,

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

Job Profile - Packaged App Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , which shall be completed, without any delay or extension, within the course timeline as prescribed by the college/institution/university, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

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

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

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

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

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

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

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

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

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

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

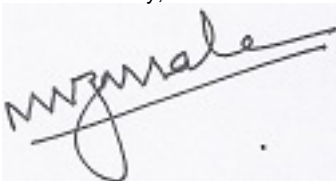
After accepting this Offer, we encourage you visit Countdown to the Company-

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

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

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

Yours sincerely,



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

ACKNOWLEDGED AND AGREED

Sai Vamshi Akula

ANNEXURE I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000/-
(B) Individual Performance Bonus (IPB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 6,400/-
Notional Insurance Premium paid by Company	INR 13,800/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 460700/-

(E)##Additional Discretionary Reimbursements	
One-time WFH Assistance reimbursement	INR 18,000/-
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

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

(A) Annual Fixed Compensation

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

TDS is deducted as applicable from your Income.

(B) Individual Performance Bonus (IPB)

You will be eligible to participate in the FY23 (September 2022 to August 2023) Individual Performance Bonus (IPB) Programme. Your

indicative pay-out can range from **0%** to **8.5%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C)Joining Bonus:

You would receive a discretionary joining bonus of INR **25,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the first month's salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the full amount of joining bonus amount shall become payable by you and shall be repaid on termination of your employment/separation from the Company. You agree that any dues payable by you on termination/separation from the Company as aforesaid shall be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you agree to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Note: For International Worker Only*

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

Benefits applicable for current Company financial year:

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

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	INR 5,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to 2 times of your annual fixed compensation with minimum cover of INR 7,50,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse/partner and 4 dependent children up to INR 5,00,000 per annum. This plan allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law up to INR 20,00,000 and siblings up to INR 10,00,000 under a separate Insurance plan. You also can avail optional Top-Up Policy for yourself and your dependents (spouse/partner and 4 children) up to INR 30,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

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

- 10% of such claims for self, spouse/partner and 4 dependent children
- 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan.

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

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

3. Life Insurance coverage equivalent to two times of your annual fixed compensation with minimum cover of INR 7,50,000.

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

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

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

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to

company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion. Currently, the discretionary WFH benefits as mentioned in Annexure 1 (E) are available for our people until August 31, 2023 as per the company guidelines, provided such employees have joined/onboarded with Accenture before August 31st 2023.

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

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

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

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of INR 2500.00/-, to be reimbursed on actuals along with appropriate supporting bills towards the following:

- Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.
- Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
- Expenses towards movement of one vehicle including Road Tax / Octroi.
- Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates regarding your relocation assistance, 30 days before Date of joining from the onboarding team.

All the expenses would have to be claimed as a one- time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type - Other Expense - Sub Type- Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

GST Clause:

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

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

General Tax:

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

ANNEXURE II

Mandatory documentation at the time of onboarding:

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

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

ANNEXURE IV - DECLARATION

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

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

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

ACKNOWLEDGED AND AGREED:

_____ **Sai Vamshi Akula**

Date:

Disclaimer

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



Signion Systems Pvt Ltd.

71 & 72, ANRICH, IDA Bollaram, Hyderabad - 502 325, INDIA.

Tel : +91 98480 76172 | Info@signion.com | www.signion.com

CIN : U72200TG1989PTC009904

June 28, 2023

Mr. Satya Sai Eeshwar Ganesh Ganiseti
S/o Sri G. Subba Rao
Plot No. 14, Road No. 8, Shankar Nagar
Chandanagar, **Hyderabad - 500 050**

Dear Mr. Ganesh,

Based on your performance during your internship and the evaluation done by your supervisor, we are happy to appoint you to the post of "**Communications Engineer**" in our company, w.e.f. **July 03, 2023**, on the following terms and conditions.

1. You will be paid a salary of ₹ **7,80,000.00** (Rupees Seven Lakhs and Eighty Thousand only) (Cost To Company) per annum, as per the break-up in the Annexure.
2. You will be entitled, based on eligibility, to the statutory benefits like Provident Fund, ESI/Medical, Gratuity, Leaves, etc., as per the rules. Other terms and conditions are as per company rules, which are in force now and as changed from time to time.
3. You are required to produce copies of all your certificates, viz. marks sheets, provisional certificates in support of your qualifications, etc., (along with the Originals for verification, which will be returned to you), and two recent passport size color photographs, for our records.
4. If you want to leave the company, or if the company wants to terminate your service, it shall be done by giving ONE MONTH NOTICE in writing or ONE MONTH SALARY in lieu of the notice by either side.
5. Signion shall have the right to suspend you, without any salary or remuneration, or summarily to terminate you without any notice or compensation whatsoever, for any misconduct; insubordination including disobedience; corruption or dishonesty; negligence of duty or incompetence; conviction for a criminal offence; drunkenness; unsatisfactory work during the period of probation.
6. Your services are liable to be placed on deputation to any of our other establishments or branches or units or projects which may come into existence at any time in the future.
7. You shall not seek or solicit or accept any other employment or indulge in any trade or business or any other activity, during your employment.
8. Your appointment is subject to maintaining secrecy of any information or confidential nature pertaining to the operations, policies or plans of our company, which you may receive during the course of your employment and you shall not unless it is warranted by the very nature of your duties or when you are specially permitted to do so by the Management, discuss with or divulge to any person or body of persons that information or publish the same in any manner whatsoever, during the course of your employment in our organization or thereafter.

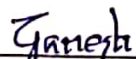
9. You will be responsible for the safekeeping and return in good condition and order of all Signion's property, documents and assets which may at any time be in your use, custody, or charge. If you fail to deliver all or any of the documents, property, assets, goods, or equipment, Signion without prejudice to its other rights may fix at its sole discretion a reasonable amount as the value thereof and recover from you such amount.
10. You shall be governed by the other rules and regulations of the company, as are in force now, or as may be introduced in future.
11. Signion will be at liberty to deduct from the salary to be paid to you, a proportionate sum or sums of money for loss of time occasioned by absence, sickness, or any other incapability to work on your part.
12. Signion ordinarily functions on a 6 days' work week, but it may at its sole discretion, extend the work week to 7 working days depending on the exigencies of work, power stoppages/interruptions, loss of workdays due to unforeseen causes, etc.,
13. You will be supervised by Signion's officers or their designated staff and shall comply with their directions at all times.
14. You shall keep Signion informed of any change in your address (permanent and local), contact details and civil status.
15. If the above-mentioned terms and conditions are acceptable to you, please sign the attached copy of this letter and return it for our records.

for **SIGNION SYSTEMS PVT LTD.**



(Chandana Nagesh)
Manager-Accounts & Admin.




Agreed and accepted.
(G.S.S.E. Ganesh)

Date: 28/06/2023

**Letter of Intent (LoI)****Ref No:** SoCT/LoI/ET**Date:** 24-08-2022**Name:** SESHASAYANA REDDY KOPPULA**College:** Chaitanya Bharathi Institute of Technology Hyderabad**Dear** SESHASAYANA REDDY KOPPULA ,**Sub:** Selection as **Engineer Trainee** - Regarding

Based on your performance in the written test, subsequent interview conducted by VEDA IIT, a Unit of The VEDA Educational Society (hereinafter referred to as “**VEDA IIT**” and shall include its successors and permitted assigns), and subject to you qualifying as a B.Tech. graduate, we are pleased to inform you that you have been provisionally selected by **SoCtronics Technologies Pvt. Ltd.**, (the “**Company**” and includes its successors and permitted assigns) for undergoing six-month training at VEDA IIT and the Company in the domain of **VLSI Engineering** which is being conducted by VEDA IIT (hereinafter collectively referred to as the “**Training Program**”).

After the successful completion of the Training Program that is likely to take 6 months (or such extended period required to complete the training formalities which shall be intimated in advance), you will be offered an internship with stipend by the Company upto such time that you are able to provide a provisional certificate of your degree qualification. After completion of the internship, you will be offered employment as **Engineer Trainee** in the Company.

Depending on the workforce requirements, the actual domain of work may change subsequently. At the time of joining the Company and during your employment with the Company you may be deployed to work at any of the Company locations or with any of the Company’s customer locations or at those of the affiliated companies in India/abroad as the case may be and you shall be willing to take up the given responsibilities.

VEDA IIT is expected to schedule the Training Program from **29th August 2022** and you may indicate your acceptance herein below. Schedule given is tentative and is subject to change at the discretion of the Company and VEDA IIT and such changes shall be intimated to you.

After successful completion of the Training Program as per the assessment criteria laid out by VEDA IIT and strict adherence to the code of conduct and character formulated by VEDA IIT, you will be required to complete an internship until submission of proof of qualification as a B. Tech graduate pursuant to which you will be absorbed on the rolls of the Company and during the first year of employment you will be designated as **Engineer Trainee** and will undergo on-the-job training. During your Employment as **Engineer Trainee** and thereafter, you are required to discharge your duties, conform to and comply with all the rules and regulations of the Company and shall not do or cause to be done anything against or contrary to the interests of the Company. The salary offered at any stage is to be treated as Cost to Company (CTC) implying that it includes all direct and indirect benefits applicable at that time.

I. Joining Formalities to be completed are as follows:

- Within **1 day** of receiving the LoI, provide a confirmation of your joining the Training Program in VLSI Engineering on **29th August 2022** or any date rescheduled by VEDA IIT which shall be intimated in advance and submit your consent by duly signing on all pages of this LoI in the footer column and send the same to the Company.
- Before **29th August 2022**, provide self-attested photocopies of all your marks sheets starting from Class 10 onwards.

Place:

Date:

Name:

Signature:

II. Formalities to be completed by **29th August 2022**, for joining the Training Program are as follows:

As stated above, the Company has selected you for the position of Engineer Trainee, which would initially involve an extensive Training Program with VEDA IIT in **VLSI Engineering** for imparting certain basic concepts and the required level of skills, for effectively carrying out the responsibilities assigned to you. As part of on-the-job training, the Company seeks to provide various opportunities towards skill development, training in technical know-how and other professional exposures by imparting valuable training through qualified and experienced personnel in addition to offering excellent infrastructure and facilities, that all add to the costs incurred by the Company including its impact on the goodwill and reputation of the Company. Accordingly, in consideration of the above, by signing this Lol and other agreements, as may be required, you hereby agree to successfully complete the internship and Training Program and undertake employment with the Company for a minimum period of **Three [3] years** from the date of employment as **Engineer Trainee** excluding notice period for resignation, unauthorized leave, leave without pay and study leave, maternity leave beyond the statutory limit, if any, as applicable ("**Training Cost Reimbursement Period**").

In order to provide an assurance of employment during the Training Cost Reimbursement Period, you are hereby required to secure the Company for an aggregate amount of **Rs. 8,00,000/- (Rupees Eight Lakhs only)** in the form of an upfront bank guarantee (format provided by the Company) or other legally valid instruments which shall be valid for the Training Cost Reimbursement Period.

During the first year of your employment with the Company as an **Engineer Trainee**, you will be paid a CTC in the range of Rs. **6,00,000 (Rupees Six Lakhs)** to Rs. **9,00,000 (Rupees Nine Lakhs)** per annum based on your performance during the Training Program. You will continue as **Engineer Trainee** for a period of one year from the date of joining and if your performance is found to meet and/or exceed the expectations of the Company, you will be promoted as Engineer 1. Your salary revision will happen aligned to the Company's appraisal cycle which is usually 1st of April or later if the appraisal cycle is deferred across the Company, taking into account your tenure with the Company from date of joining to the effective date of salary hike and performance during such tenure.

Place:
Date:

Name:
Signature:



You will be issued an appointment letter with a start date of your employment on the successful completion of your Training Program. As part of the employment, you will also be required to execute certain other agreements and provide documentations as required by the Company in relation to your employment.

The Company offers a stimulating work environment and many challenging responsibilities. We congratulate you on your success in passing through a technical selection process showing your aptitude to work in a highly technical and challenging environment in core domain. We hope you, as our prospective team member, would put the best efforts for the growth of the Company and we assure you that you would get enough opportunities to work with a technically talented and focused team that is involved in some of the cutting-edge technologies and designs serving the global customers.

You are required to return the true photocopy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this Lol will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of another employer or third party, which would impose restrictions on your ability to accept employment with and carry out your company related functions and duties upon employment. The Company reserves the rights to revise the proposed salary and benefits as per prevailing levels of pay at the time of your employment and thereafter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part.

As stated above, you are requested to provide your acceptance to this Lol within **1 Day** to the undersigned, failing which this offer of Training Program and subsequent employment as **Engineer Trainee** with our Company stands cancelled. On your acceptance of Lol, you are required to submit the bank guarantee or other legally valid instruments by **29th August 2022**, failing which you will not be considered eligible to join the best-in-class industry oriented Training Program and subsequent employment.

With best wishes,

For SoCtronics Technologies Pvt. Ltd.

Authorized Signatory

This is a computer generated printout and no signature is required.

Received the original Letter of Intent: Name: SESHASAYANA REDDY KOPPULA Signature: _____

I have read and understood the terms of this Lol and willingly accept the terms and conditions herein and give my consent to join the Training Program commencing on 29th August 2022 after submitting the bank guarantee/other legally valid instruments within the stipulated time frame set out above.

Place:
Date:

Name:
Signature:





College of Graduate Studies

April 28, 2023

Mr. Shiva Teja Gundameedi
27-8-251 Keshavapur Road, Hasanparthy
Warangal, Telangana 506371
India

Dear Shiva Teja,

Congratulations! We are pleased to offer you admission to the Computer Engineering MSCpE program at the University of Central Florida for the Fall 2023 semester. This admission offer is only valid for the Fall 2023 semester.

Many UCF graduate students receive some form of financial support while pursuing their degree. If you are interested in a [graduate assistantship](#) or being nominated for a [UCF graduate fellowship](#), contact your Graduate Program Director. If you have questions about university fellowships that require an application to be submitted to the College of Graduate Studies, email gradfellowship@ucf.edu. Due to Florida law, to be eligible for certain types of financial support, some individuals are required to provide additional details related to education, employment, and research activities. If you are one of these individuals, you will receive email communications from UCF containing additional instructions. If you fail to provide the required information and/or fail to disclose a substantial educational activity, employment activity, or research-related activity you may not be eligible to receive financial support and your ability to engage in research may be limited. For a complete reference of funding options, including information on how to submit the Free Application for Federal Student Aid (FAFSA), please review the [UCF Financial Aid website](#).

[UCF's Graduate Catalog](#) is available exclusively online. Please visit the catalog for more information regarding the Computer Engineering MSCpE program and the various rules, regulations, and procedures required for graduate students.

Registration information will be sent in a separate email. In the meantime, we encourage you to visit the official [UCF Academic Calendar](#) to get familiar with important academic and registration dates.

We want you to feel welcome at UCF so orientation sessions are available to help you get familiar with the campus. Details about UCF's [orientations](#) are available online.

We wish you success in your graduate studies and encourage you to join the amazing community of scholars at UCF in the Fall 2023 semester. An Admissions Offer Reply Form will appear on your [application portal](#). Please keep us informed of any decision that you make in regard to this admission offer and your desire to enroll by completing this form. Additionally, some graduate programs, including the College of Graduate Studies, may require a deadline for applicants to accept their offer of admission. Please monitor your email for any

communication related to acceptance deadlines.

For information on the immigration documents needed for your I-20/DS-2019, please visit the [UCF Global website](#).

Again, congratulations on your admission to UCF! If you have any questions regarding this admission offer, please contact the director for your program. Contact information can be found in the [Graduate Programs](#) section of the Graduate Catalog.

Sincerely,

A handwritten signature in black ink, appearing to read 'Elizabeth A. Klonoff', written in a cursive style.

Elizabeth A. Klonoff, Ph.D., ABPP
Vice Provost and Dean of the College of Graduate Studies

Rohde & Schwarz India Pvt. Ltd.
A-27, 1st Floor, Mohan Co-operative Industrial Estate
Mathura Road, New Delhi 110 044, India

Kammari Teja
317, Vijay Nagar Colony
Manasthalipuram
Hyderabad – 500 070

Contact
Management / HR
Phone +91 11 4253 54 04
Fax +91 11 4253 54 33
Philamin.Philip@
rohde-schwarz.com

Delhi, September 23, 2023

Sub: Offer of Appointment

Dear Kammari Teja,

This has reference to the interview / discussion you had with us, we are pleased to offer you a position of **"Engineer – Applications, Wirelesscom"** in the Test & Measurement Department of our Hyderabad Office, effective from **4th October 2023**.

Your annual compensation package on "cost to company basis" shall be as per the break-up of salary sheet for the Business Year 2023-24, as attached, effective from your joining date.

Additionally, you will be eligible for a joining bonus, which would be paid as per the applicable terms of the Company, with 2 years minimum commitment.

- The Joining bonus of Rs. 50,000/- will be paid in two parts along with monthly Salary pay-outs after completion of 3 & 12 months in the service with the Company.
- These bonuses are subject to a minimum commitment period of 2 years and shall be recovered along with the On-job training/Admin costs if the employee decides to leave the company during the commitment period.

You will be placed on the payroll of our outsourcing Company, M/S. MYND Solutions Pvt. Ltd. which is the authorised PayRoll processing company for the entire RSIndia team.

A formal Appointment letter will be issued by them upon your joining, submission of credentials and completing all the joining formalities.

Looking forward to hearing from you and
With best regards,
For **ROHDE & SCHWARZ INDIA PVT. LTD.**

Ramarao Anil
Digitally signed by
Ramarao Anil
Date: 2023.09.23
12:09:05 +05'30'
RAMARAO ANIL
Director – R&D

PHILAMIN PHILIP
Digitally signed by
PHILAMIN PHILIP
Date: 2023.09.23
11:57:33 +05'30'
PHILAMIN PHILIP
Director - Human Resources

Rohde & Schwarz India Pvt. Ltd.
Delhi Office

Delhi Office
A-27, 1st Floor, Mohan Co-operative
Industrial Estate Mathura Road
New Delhi 110 044
India
Phone +91 11 425354-00
Fax +91 11 425354-33

Bangalore Office
Tower D, 1st Floor
RMZ Infinity
3, Old Madras Road
Bangalore 560 016
Phone +91 80 41780400
Fax +91 80 41780444

Hyderabad Office
301, 302 & 303, 3rd floor
Millennium Center 6-3-1099/1100
Somajuguda
Hyderabad 500 016
Phone +91 40 40003200
Fax +91 40 40003222

Mumbai Office
709, Wall Street, Chakala
Andheri Kurla Road
Andheri East
Mumbai 400 093
Phone +91 22-62871717
Fax +91 22-62871777

Managing Director
Yatish Mohan

Company Registration No: 55-74173
CIN: U74899DL1995PTC074173

sales.rsindia@rohde-schwarz.com
services.rsindia@rohde-schwarz.com

www.rohde-schwarz.com
www.rohde-schwarz.co.in

.....
KAMMARI TEJA



Date:24th November, 2022

To,
Gajji Uday Kiran

Dear Gajji Uday Kiran,

We are pleased to make an employment offer as a **Trainee Software Engineer** to you at our organization, at our Kolkata office. Your proposed stipend and the checklist of documents which you have to submit before joining is attached in Appendix A.

Your employment at Kreeti is subject to your agreeing with the terms and conditions of employment contract and the employee intellectual property agreement and submitting the required list of documents mentioned in the checklist. This offer is valid until **29th November 2022**, please inform us via email before that.

Warm Regards,

Manish Sahu
(COO)

KREETI TECHNOLOGIES PRIVATE LIMITED

1408 Godrej Genesis,Plot-11, Block- EP
Sector-V, Saltlake City, Kolkata-700 091, INDIA
CIN: U72900WB2012PTC180358
www.kreeti.com

APPENDIX A

Name: **Gajji Uday Kiran**

Designation: **Trainee Software Engineer**

Location: **Kolkata**

The terms and conditions for the training program (if selected) are as follows:-

- Candidates must clear 7-8 technical tests and 3-4 projects before joining the company. There are no limitations on the number of attempts to pass the tests.
- Candidates will be provided class, training & other assistance (like Mentor) to prepare for these technical tests & projects.
- In-case Candidate clears all the tests before completing the graduation in that case they can join company as interns & company will provide stipend of INR 15000/ month.
- Candidates will be on probation for 3 months with a package of **6.3 LPA**.
- There is no employment bond.

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www.kreeti.com

CHECKLIST OF DOCUMENTS TO BE SUBMITTED BEFORE THE DATE OF JOIN

1. Updated CV
2. Photocopy of School and Graduation Results & Certificates
(original must be produced for verification at the time of joining)
3. Passport size photograph- 2 nos.
4. Proof of permanent and temporary residential address (Adhaar Card).
5. PAN Card
6. Copies of any other certificates declared by you, while gaining employment with the company.

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www.kreeti.com



ACMEGRADE

About us

AcmeGrade is a Platform that utilizes advanced modern techniques to enhance practical oriented knowledge among potential clientele in India and abroad for various educational domains and plays a major role in research and development of products and teaching aids to supplement education, and to enhance education by developing Products using latest technologies and tools using different mediums.

AcmeGrade focuses on ensuring our clients advanced exposure to Expertise from High-end industries through Mentorship Programs of guidance and assistance in Technical and Management domains through its AI based platform.

Observing the application and advantages of practical and specialized knowledge, AcmeGrade hopes to provide a platform to bridge the gap between Real time experience and theoretical applications by connecting the potential clients with Major Industries and Industrial Experts. AcmeGrade wishes to maintain a benchmark for its Certifications and benefits provided to the clients and to make the programs opted as beneficial as possible to the clients who take a part in it. In order to do so, AcmeGrade is enhancing its reach with Renowned Industries and Universities around the Country including IIT Bombay and Autodesk and many more.

AcmeGrade looks for Passionate, Confident and Self-Motivated Enthusiasts to play an integral part in improving the value of Advanced Educational Technologies by understanding and adapting with the current socio-economic environment.

JOB ROLE: Business Development Associate

The role is to maximize the efficiency of Practical Oriented Knowledge in Domains of Technology and Management among Potential Clientele Ranging from Undergraduates to Graduates in the field of Engineering and Commerce. Acmegrade deals with a series of Products and Services that benefits its Customers Practically as well as Academically in their fields of Interest and as a BDA (Business Development Associate), You are expected to find Potential Clients that fits the description, understand their difficulties, find their passion and interests and guide them to understand how Acmegrade can help them cross their hurdles and reach their goal through Acmegrade's platform.

Roles and Responsibilities:

1. Work closely with the Sales and Marketing Team in assisting the growth of the business by acquiring new business leads.
2. Pitch and promote Acmegrade's services to prospective clients.
3. Career counsel prospective students. Understand their learning objectives and offer them relevant Acmegrade Products
4. Collaborate with the Sales and Marketing team to plan and oversee new marketing initiatives
5. Set up meetings and follow up with potential clients.

Preferred Competencies and Skills:

1. Must have Strong communication and interpersonal skills
2. Must be detail-oriented, go-getter and a fast learner
3. Critical and out-of-the-box thinking
4. Strong organizational and leadership skills
5. Ability to perform well under pressure

RECRUITMENT PROCESS: Aptitude Test, Group Discussion (GD) Round & Personal Interview [VIRTUAL MODE]

ELIGIBILITY: All B.E/ B. Tech/ BBA/ MBA and Other Branches

OFFER TYPE: Internship / Internship + Placement

CTC: 4 to 6 LPA

INTERNSHIP STIPEND: 18,000/-

JOB LOCATION: Bangalore.

SEVIS ID: N0034457776

SURNAME/PRIMARY NAME Vusirikayala PREFERRED NAME Venkata Manohara Teja Vusirikayala COUNTRY OF BIRTH INDIA CITY OF BIRTH Kodad FORM ISSUE REASON INITIAL ATTENDANCE	GIVEN NAME Venkata Manohara Teja PASSPORT NAME VUSIRIKAYALA VENKATA MANOHARA COUNTRY OF CITIZENSHIP INDIA DATE OF BIRTH 10 AUGUST 2001 ADMISSION NUMBER	Class of Admission <h1 style="text-align: center;">F-1</h1> ACADEMIC AND LANGUAGE
---	--	---

SCHOOL INFORMATION

SCHOOL NAME Montclair State University Montclair State University SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Kaitlyn Healy Assistant Director of International Student Services	SCHOOL ADDRESS 1 NORMAL AVE, MONTCLAIR, NJ 07043 SCHOOL CODE AND APPROVAL DATE NEW214F01039000 24 DECEMBER 2002
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PROGRAM OF STUDY

EDUCATION LEVEL MASTER'S PROGRAM ENGLISH PROFICIENCY Required START OF CLASSES 28 AUGUST 2023	MAJOR 1 Computer and Information Sciences, General 11.0101 ENGLISH PROFICIENCY NOTES Student is proficient PROGRAM START/END DATE 28 AUGUST 2023 - 31 MAY 2025	MAJOR 2 None 00.0000 EARLIEST ADMISSION DATE 29 JULY 2023
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FINANCIALS

ESTIMATED AVERAGE COSTS FOR: 9 MONTHS		STUDENT'S FUNDING FOR: 9 MONTHS	
Tuition and Fees	\$ 17,066	Personal Funds	\$ 0
Living Expenses	\$ 16,574	Funds From This School	\$ 0
Expenses of Dependents (0)	\$ 0	Sreedevi Vusirikayala (Mother)	\$ 49,200
Miscellaneous Expenses	\$ 9,671	On-Campus Employment	\$ 0
TOTAL	\$ 43,311	TOTAL	\$ 49,200

REMARKS

All costs are estimated, your tuition bill will reflect your accurate cost of attendance. You are required to attend the mandatory international student orientation on August 23 and 24, 2023. For emergencies please contact University Police: 973-655-5222.

SCHOOL ATTESTATION

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

<input checked="" type="checkbox"/> <i>Kaitlyn Healy</i> SIGNATURE OF: Kaitlyn Healy, Assistant Director of International Student Services	DATE ISSUED 12 May 2023	PLACE ISSUED MONTCLAIR, NJ
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STUDENT ATTESTATION

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. **Parent or guardian, and student, must sign if student is under 18.**

<input checked="" type="checkbox"/>	SIGNATURE OF: Venkata Manohara Teja Vusirikayala	DATE
NAME OF PARENT OR GUARDIAN	<input checked="" type="checkbox"/>	ADDRESS (city/state or province/country)
SIGNATURE	DATE	DATE

SEVIS ID: N0034457776 (F-1)

**NAME: Venkata Manohara Teja
Vusirikayala**

EMPLOYMENT AUTHORIZATIONS

--

CHANGE OF STATUS/CAP-GAP EXTENSION

--

AUTHORIZED REDUCED COURSE LOAD

--

CURRENT SESSION DATES

CURRENT SESSION START DATE	CURRENT SESSION END DATE

TRAVEL ENDORSEMENT

This page, when properly endorsed, may be used for re-entry of the student to attend the same school after a temporary absence from the United States. Each endorsement is valid for one year.

Designated School Official	TITLE	SIGNATURE	DATE ISSUED	PLACE ISSUED
		X		
		X		
		X		
		X		

INSTRUCTIONS TO STUDENTS

STUDENT ATTESTATION. You should read everything on this page carefully. Be sure that you understand the terms and conditions concerning your admission and stay in the United States as a nonimmigrant student before signing the student attestation on page 1 of the Form I-20 A-B. The law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any false document in the submission of this form.

FORM I-20. The Form I-20 (this form) is the primary document to show that you have been admitted to school in the United States and that you are authorized to apply for admission to the United States in F-1 class of admission. You must have your Form I-20 with you at all times. If you lose your Form I-20, you must request a new one from your designated school official (DSO) at the school named on your Form I-20.

VISA APPLICATION. You must give this Form I-20 to the U.S. consular officer at the time you apply for a visa (unless you are exempt from visa requirements). If you have a Form I-20 from more than one school, be sure to present the Form I-20 for the school you plan to attend. Your visa will include the name of that school, and you must attend that school upon entering the United States. You must also provide evidence of support for tuition and fees and living expenses while you are in the United States.

ADMISSION. When you enter the United States, you must present the following documents to the officer at the port of entry: 1) a Form I-20; 2) a valid F-1 visa (unless you are exempt from visa requirements); 3) a valid passport; and 4) evidence of support for tuition and fees and living expenses while you are in the United States. The agent should return all documents to you before you leave the inspection area.

REPORT TO SCHOOL NAMED ON YOUR FORM I-20 AND VISA. Upon your first entry to the United States, you must report to the DSO at the school named on your Form I-20 and your F-1 visa (unless you are exempt from visa requirements). If you decide to attend another school before you enter the United States, you must present a Form I-20 from the new school to a U.S. consular officer for a new F-1 visa that names the new school. Failure to enroll in the school, by the program start date on your Form I-20 may result in the loss of your student status and subject you to deportation.

EMPLOYMENT. Unlawful employment in the United States is a reason for terminating your F-1 status and deporting you from the United States. You may be employed on campus at your school. You may be employed off-campus in curricular practical training (CPT) if you have written permission from your DSO. You may apply to U.S. Citizenship and Immigration Services (USCIS) for off-campus employment authorization in three circumstances: 1) employment with an international organization; 2) severe and unexpected economic hardship; and 3) optional practical training (OPT) related to your degree. You must have written authorization from USCIS before you begin work. Contact your DSO for details. Your spouse or child (F-2 classification) may not work in the United States

PERIOD OF STAY. You may remain in the United States while taking a full course of study or during authorized employment after your program. F-1 status ends and you are required to leave the United States on the earliest of the following dates: 1) the program end date on your Form I-20 plus 60 days; 2) the end date of your OPT plus 60 days; or 3) the termination of your program for any other reason. Contact your DSO for details.

EXTENSION OF PROGRAM. If you cannot complete the education program by the program end date on page 1 of your Form I-20, you should contact your DSO at least 15 days before the program end date to request an extension.

SCHOOL TRANSFER. To transfer schools, first notify the DSO at the school you are attending of your plan to transfer, then obtain a Form I-20 from the DSO at the school you plan to attend. Return the Form I-20 for the new school to the DSO at that school within 15 days after beginning attendance at the new school. The DSO will then report the transfer to the Department of Homeland Security (DHS). You must enroll in the new school at the next session start date. The DSO at the new school must update your registration in SEVIS.

NOTICE OF ADDRESS. When you arrive in the United States, you must report your U.S. address to your DSO. If you move, you must notify your DSO of your new address within 10 days of the change of address. The DSO will update SEVIS with your new address.

REENTRY. F-1 students may leave the United States and return within a period of five months. To return, you must have: 1) a valid passport; 2) a valid F-1 student visa (unless you are exempt from visa requirements); and 3) your Form I-20, page 2, properly endorsed for reentry by your DSO. If you have been out of the United States for more than five months, contact your DSO

AUTHORIZATION TO RELEASE INFORMATION BY SCHOOL. DHS requires your school to provide DHS with your name, country of birth, current address, immigration status, and certain other information on a regular basis or upon request. Your signature on the Form I-20 authorizes the named school to release such information from your records.

PENALTY. To maintain your nonimmigrant student status, you must: 1) remain a full-time student at your authorized school; 2) engage only in authorized employment; and 3) keep your passport valid. Failure to comply with these regulations will result in the loss of your student status and subject you to deportation.

INSTRUCTIONS TO SCHOOLS

Failure to comply with 8 CFR 214.3(k) and 8 CFR 214.4 when issuing Forms I-20 will subject you and your school to criminal prosecution. If you issue this form improperly, provide false information, or fail to submit required reports, DHS may withdraw its certification of your school for attendance by nonimmigrant students.

ISSUANCE OF FORM I-20. DSOs may issue a Form I-20 for any nonimmigrant your school has accepted for a full course of study if that person: 1) plans to apply to enter the United States in F-1 status; 2) is in the United States as an F-1 nonimmigrant and plans to transfer to your school; or 3) is in the United States and will apply to change nonimmigrant status to F-1. DSOs may also issue the Form I-20 to the spouse or child (under the age of 21) of an F-1 student to use to enter or remain in the United States as an F-2 dependent. DSOs must sign where indicated at the bottom of page 1 of the Form I-20 to attest that the form is completed and issued in accordance with regulations.

ENDORSEMENT OF PAGE 2 FOR REENTRY. If there have been no substantive changes in information, DSOs may endorse page 2 of the Form I-20 for the student and/or the F-2 dependents to reenter the United States. If there have been substantive changes, the DSO should issue and sign a new Form I-20 that includes those changes.

RECORDKEEPING. DHS may request information concerning the student's immigration status for various reasons. DSOs should retain all evidence of academic ability and financial resources on which admission was based, until SEVIS shows the student's record completed or terminated.

AUTHORITY FOR COLLECTING INFORMATION. Authority for collecting the information on this and related student forms is contained in 8 U.S.C. 1101 and 1184. The Department of State and DHS use this information to determine eligibility for the benefits requested. The law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any false document in the submission of this form.

REPORTING BURDEN. U.S. Immigration and Customs Enforcement collects this information as part of its agency mission under the Department of Homeland Security. The estimated average time to review the instructions, search existing data sources, gather and maintain the needed data, and complete and review the collection of information is 30 minutes (.50 hours) per response. An agency may not conduct or sponsor, and a person is not required to respond to an information collection unless a form displays a currently valid OMB Control number. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to: Office of the Chief Information Officer/Forms Management Branch, U.S. Immigration and Customs Enforcement, 801 I Street NW Stop 5800, Washington, DC 20536-5800. Do not send the form to this address.



KSU ID: 001122169

April 26, 2023

Venkatesh Poka
13-1-319/16, Vinukonda Rd
Narasaraopet, 522601
India

Dear Venkatesh,

Congratulations! On behalf of President Kathy Schwaig and the Graduate Faculty of Kennesaw State University, I am happy to inform you that you have been fully accepted to The Graduate College at Kennesaw State University in the MS in Applied Statistics and Analytics program for Fall 2023.

Please read the following comments closely from your graduate program coordinator:

- Congratulations! You've been accepted to the MS in Data Science and Analytics program for Fall 2023. We look forward to meeting you in the fall!

To ensure that your seat is held in this program for your semester of entry, you must complete the **Intent to Enroll** online form. Please click the **"Reply to Offer"** button at the bottom of this page.

We strongly encourage you to visit the [Online Orientation](#) website. The Online Orientation provides resources to set you up for success during your first year of graduate school at Kennesaw State.

Please review your OwlExpress account to determine your tuition classification status. After doing so, if you believe this to be incorrect, please contact ksugrad@kennesaw.edu. You may also refer to the KSU Student Catalog at catalog.kennesaw.edu or registrar.kennesaw.edu/tuition-classification.

Once again, congratulations. You deserve to be proud of your achievements and we look forward to seeing you in Fall 2023.

Sincerely,

Juliet Langman, Ph.D.
Dean, The Graduate College



Letter of Offer

12th June 2023

Dear **Mr. Vijay Kumar Pilla**,

Welcome to Brane Services Private Limited!

We are delighted to extend this offer of employment to you for the position of “**Associate Process Leader Trainee**” at Brane Services Private Limited (hereinafter referred to as “Brane” or “Organization”)

We request you to read this Offer letter and return the enclosed duplicate copy or scanned copy by email in as an **acknowledgement of receipt of it and acceptance of the same on or before 13th June 2023**, failing which this Offer stands cancelled and withdrawn. Brane reserves the right to revoke, withdraw or modify this Offer letter at any time in its sole discretion. Your date of joining should be on or before **18th July 2023** failing which this Offer stands terminated.

Further, on joining Brane, you will be issued an Appointment Letter containing the terms and conditions of your employment with Brane and access to the Organizational policies and guidelines.

You will be working from the Hyderabad office location. However, you may be transferred to other office locations of Brane (or) to its affiliates or subsidiaries, either in India or abroad, as decided by Brane in its sole discretion. Your total C.T.C will be **Rs. 7,00,000/-** and the monthly emoluments before deductions will be **Rs. 55,411/-**. The detailed break up of emoluments and operational details are provided under Annexure-A.

In view of the Organizational needs or corporate restructuring or business considerations, your employment or services can be transferred or assigned by Brane to any of its subsidiaries, affiliate(s), joint venture, or group companies as may be deemed fit and proper by Brane. If, after issuing this Offer letter, there is any change in the Organizational or corporate set up of Brane, then your Appointment Letter may be issued in the name of any other group Organization of Brane referencing this Offer and it shall not be any surprise for you.

Brane Services Private Limited

3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally, Hyderabad,
Rangareddi, TG-500081



Non-Conflict and Confidentiality Agreement

The role, in which you join us, is a very important one which will entail dealing with confidential and sensitive data, information and records of the Organization. You will, therefore, be required to sign a “Code of Conduct, Non-Conflict and Confidentiality Agreement” of our Organization at the time of your joining the Organization. As part of your undertaking for the non-compete provision, you shall not take up any work or employment with the competitors of Brane for a period of two(2) years post expiry or earlier termination of your employment with Brane and also as part of your undertaking for non-solicitation provision you shall not solicit or offer employment either directly or indirectly to employees of Brane with any third party or under you for a period of eighteen(18) months post expiry or termination of your employment with Brane. This job requires your fulltime commitment and during your tenure of employment with us, you are not permitted to take up or participate in any other part time or full-time jobs or assignments or employment.

You shall abide by the rules and regulations, policies of the Organization as may be in force from time to time and if there is any breach or violation of them, it may result in disciplinary and legal actions.

Documentation

You are required to furnish the following documents on the day of your joining:

- Proof of age
- Certificates supplementing your highest educational and professional qualification attainments
- Appointment & relieving letter of your previous employer, as applicable
- Two passport-sized photographs
- Form 16 or any other authenticated document supplementing your earnings and income tax declaration/paid in the current financial year
- Photocopy of your PAN card
- Any other documents as may be required by the Organization.

Probation

You will be on probation for a period of six (6) months starting from Your joining date with Brane. At the end of the probation period, your performance will be tested and subject to finding it satisfactory, Brane may in its sole discretion confirm Your employment service with it. If you do not pass the test of confirmation, at the

Brane Services Private Limited

3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally, Hyderabad,
Rangareddi, TG-500081



discretion of Brane, your probationary period may be extended for an additional time period. You shall be deemed to be on probation until and unless your services are confirmed in writing by Brane. In the event you do not pass the test of confirmation, or your conduct and performance are found unsatisfactory either during initial probationary period or during extended probation period your services are liable to be terminated without any notice. Confirmation of Your services with Brane are not automatic and is not a matter of right for you.

Termination

Your employment with the Organization can be terminated by either party:

- a) during probation, you may terminate by giving ninety (90) days prior written notice. The Organization may end your probation and consequently terminate your employment forthwith (or) by giving fifteen (15) days prior written notice.
- b) after confirmation of employment, you may choose to terminate your employment by giving ninety (90) days prior written notice informing Your intent to terminate. Brane may terminate your employment forthwith (or) terminate by giving one (1) month notice (or) by paying one (1) month gross salary in lieu thereof.
- c) Notwithstanding anything contained either in Offer letter or Appointment Letter, Brane reserves its right to terminate forthwith your probation or employment without any notice or without assigning any reasons if in its opinion your probation or continuing you in employment with it is not conducive or is detrimental to the good will or business interests of Brane.

Your Information

For the purposes of the applicable data protection laws, you agree that personal data or information (including sensitive personal data or information) relating to you which has been or is in the future obtained by Brane may be held and processed by Brane or any of its group Organization either by computer or manually for all purposes relating to the performance of your contract of employment and for Brane's legitimate business needs and legal obligations including, but not limited to the following:

- i) Administering and maintaining Brane's personnel records.
- ii) Paying and reviewing salary and other remuneration and benefits.
- iii) Providing and administering benefits (including pension) and private medical health insurance(if any applicable).
- iv) Undertaking performance appraisals and reviews and setting performance targets.
- v) Maintaining sickness and other absence records.
- vi) Taking decisions as to your fitness for work.

Brane Services Private Limited

3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally, Hyderabad,
Rangareddi, TG-500081



- vii) Providing references and information to future employers, and if necessary, governmental, and quasi-governmental bodies for social security, income tax, customs and other statutory or legal purposes.
- viii) Providing information to future purchasers of Brane or of the business in which you work; and
- ix) Transferring information concerning you to a country or territory outside India. You agree and consent that any personal data to which you have access in the course of your employment with Brane shall treat strictly in accordance with Brane policies and procedures and you shall not use any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you.

This Offer is based on the information furnished in your application for employment and during the interviews you had with us. This Offer of employment is subject to the positive feedback with respect to Background Verification in relation to the credentials submitted by You and is subject to You being found mentally and medically fit at the time of joining and at all times of your employment with Brane. Background verification will be done at any time during your tenure with Brane.

Notwithstanding any other terms and conditions stipulated herein at any stage during the tenure of your employment with us if it is found that any particulars or details furnished by you are incorrect and / or this Offer letter or Appointment Letter has been obtained by misrepresentation of facts, the Organization shall reserve the right to take necessary legal action in addition to termination of your employment forthwith without any notice..

If you have any queries regarding the Offer, feel free to clarify your doubts with leadership@braneServices.com

We take this opportunity to welcome you into the family of Brane Services and look forward to your contribution to the growth of the Organization and yourself.

Thanking you,
for **Brane Services Private Limited**

Raghava Avvari
HR Head

Brane Services Private Limited

3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally, Hyderabad,
Rangareddi, TG-500081



ANNEXURE-I

1. Working hours and Work Timings:

The general work timings for the office are from 9:15am to 6:45pm, within which the leaders are expected to work diligently for 9 hours. The punch in and punch out timings are taken from the biometric device affixed at the entrance of each premise. The organization shall observe a 5-day week from Monday to Friday.

2. Leaves:

You shall be eligible for a total of 21 days leaves in a calendar year. The leaves shall accrue on a monthly basis.

3. Background Verification:

All leaders will be deemed to have been appointed based on representations made and facts disclosed at the time of employment. BRANE has the right to conduct background verification anytime during the leader's employment with the organization. A leader is liable for appropriate action in case of any discrepancy between the claims made by the leader at the time of employment and the facts discovered thereafter.

Brane Services Private Limited

3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally, Hyderabad,
Rangareddi, TG-500081

Ref: MEL/HYD/14113102023October 13th, 2023

Mr. Hridwin Vishaal,
Q.no 3791, Beside Vijaya Park,
Sangareddy, Mandal Kandi,
O.F. Yeddumailaram,
Medak, Telangana - 502205
+91 73869 38225 (Mobile)

Sub: Offer Letter.**Dear Mr. Hridwin Vishaal,**

1. With reference to our discussions over Telephone, we are pleased to offer you an appointment in our organization as **Junior Embedded Engineer** operating out of **Hyderabad** delivery center.
2. Your “**Annual Compensation**” is attached herewith as in **Annexure-A**.
3. Your employment with us will be governed by terms and conditions referred in **Annexure-B**.
4. You are required to join on or before **October 26th, 2023** and offer stands withdraw hereafter, unless the date is extended and communicated to you in writing.
5. Please sign the duplicate copy of the offer on all sheets at the bottom on the right corner, and return to **Mr. Raja Shekar Reddy** at the address mentioned below, by **October 15th 2023**. Kindly return the “**Acceptance of Offer**” as a token of your acceptance, mentioning the date of your joining in **Melvault**.
6. You are requested to report to **Mr. Raja Shekar Reddy** at 11:00 AM to complete the joining formalities at **Melvault Software Solutions Private Limited, # 1-11-256/1, 4th Floor, East Wing, Wall Street Plaza, Adjacent to Old Airport Road, Begumpet, Hyderabad Telangana State - 500 016, Mobile: +91 9652971419** at the time of joining, you are requested to submit the copies of the Documents as per **Annexure-C**.
7. In case further clarifications, please communicate with **Mr. Raja Shekar Reddy (Manager-HR) (on e-mail: shekar@melvault.com)** and quote the reference as above.

We welcome you to **Melvault**, and look forward to a long and mutually beneficial association.

for **Melvault Software Solutions Private Limited,**

Somanath Avvari

(Managing Director)

Encl: Annexure-A (Salary Structure), Annexure-B (Terms & Conditions of Employment),
Annexure-C (Check List)

Signature of Employee



Date: - November 21, 2022

To Vishnu Alakuntla,
Bangalore.

Subject: Letter of Intent for Training & Employment Details

Dear Vishnu,

Congratulations!!

With Reference to the interviews conducted by **SmartSoC Solutions Pvt Ltd.**, we are pleased to inform you that you have been selected and extend the letter of intent reflecting employment with our organization as **Trainee Engineer**.

You are requested to join us on **1st February 2023**. Your joining would be subject to agreeing and accepting of Training agreement and pre joining requirements as applicable.

Your annual CTC from the date of joining as a fulltime employee will be **INR Rs. 6,00,000/- (Rupees Six Lakh Only)**. The breakup of the same will be as given in the Appointment Letter. Tax will be applicable as per the prevalent Income Tax Rules.

The details pertaining to your remuneration are confidential and may strictly be treated as such.

Further details like the venue, date, etc., for training will be notified in due course of time with sufficient time for preparation.

If you have any other queries, please feel free to contact the HR team.

E-mail ID: hr@smartsocs.com

Our letter of intent reflects our belief that you have the ability, commitment, and desire to grow with us. We hope you will enjoy making your very own special contribution to the continued success of the company.

Note: - The above CTC mentioned would be applicable once converted to fulltime employment which would be based on the performance during the internship period.

We look forward to welcoming you at SmartSoC.

Thank You,
For SmartSoC Solutions Pvt. Ltd.,

Asish Mishra

Asish Mishra
Human Resource

Date: 05-Dec-2022

Name: Dubasi Yashassu

College: CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY, Proddatur

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Dubasi Yashassu,

Welcome to LTIMINDTREE (hereinafter referred as the "Company"). Congratulations on being selected as a GRADUATE ENGINEER TRAINEE. This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (refer annexure 1) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 30,000 pm.**
 2. All payments made to you would be subject to deduction of applicable taxes at source (TDS). Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.
 3. You will also be issued a detailed Letter of Appointment as GRADUATE ENGINEER TRAINEE subject to you meeting the eligibility criteria as mentioned in Annexure-1. Your appointment is in accordance with the Apprentices Act, 1961.
 4. Documents - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer Annexure-2).
 5. Background Verification - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.
 6. If the above terms and conditions are acceptable, kindly acknowledge this GRADUATE ENGINEER TRAINEE Offer Letter by digitally signing this offer within 7 days from the date of receipt of this mail and offer document.
- If you do not digitally sign the offer letter within the above-mentioned period, the aforesaid offer automatically stands cancelled. Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.
7. You are required to register yourself as an apprentice on the apprenticeship portal <http://www.mhrdnats.gov.in> within [7] days from the date of this offer or once your final semester is completed as applicable.
 8. You may be confirmed in 3 months from the effective start date of your employment with the Company. During this period, a prior notice of 7 days shall be applicable, in case of voluntary resignation by the employee. Your employment with LTIMINDTREE will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances, which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Training Program assessments
- Unauthorized absence during the Training Program
- Integrity and other disciplinary expectations

9. All Annexures appended herewith shall form an integral part of this letter.

10. Your engagement with the Company will be governed by the rules, regulations and policies of the Company in effect.

11. The terms and conditions mentioned above are subject to change at any time at sole discretion of the Company and as per business demands without prior notice.

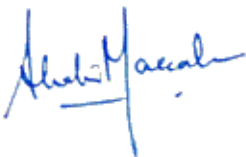
12. According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

13. Post successful completion of 3 months and subject to joining the Company, your annual CTC including all benefits will be as per the details mentioned in 'Annexure-3'.

14. As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining the Company. You are therefore requested to complete the Company training which will be communicated to you separately. Company has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings are critical and the outcomes would have a direct impact on your onboarding.

We welcome you to the LTIMINDTREE family and look forward to a long and fruitful association with you.

Yours faithfully,
For LTIMINDTREE Ltd (Formerly Larsen & Toubro Infotech Limited)*.



Shalini Macaden
VICE PRESIDENT - PEOPLE FUNCTION

I have read the letter and accept the same.



Dec 6, 2022

ANNEXURE-1

Qualification	B.E./B.Tech.
Branches:	All Branches
Age Criteria: As on date of Offer	Less than 24 years
Academic Gap:	Academic gap allowed <u>only after the completion</u> of the entire course i.e after SSC/after HSC or Diploma. No Year drop allowed.
Course must complete in:	4 years
SSC, HSC/Diploma (if applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA NOTE: * SSC /HSC should have cleared in <u>FIRST ATTEMPT</u> only. * Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. * For Diploma Holders, <u>final semester</u> should have cleared in <u>FIRST ATTEMPT</u> only. * For candidates pursuing HSC and Diploma(both), marks scored in the Diploma course will be taken into consideration.
Graduation, Post-Graduation Percentages/CGPA:	Aggregate of 60% & Above <u>OR</u> Equivalent CGPA * For the interview process, an aggregate of 60% & above <u>till the results of the last conducted examination</u> will be considered * Aggregate of 60% & above or equivalent CGPA <u>must be obtained</u> after declaration of final semester results Includes aggregate of all semesters AND all appeared subjects (irrespective of the University rule) Conversion from CGPA into Percentage must be calculated as per your respective University norms
Re-attempts/ATKTs/Backlogs/Arrears: (Diploma, Graduation, Post-Graduation)	* No active/live backlogs allowed at the time of the interview process * All backlogs (if any) must be cleared <u>with the final semester exams</u> . All final semester subjects <u>must be attempted and cleared in the First Attempt</u> (No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course) * Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. * This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. * Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.
Nature of Course:	All Full-Time courses Only
Citizenship:	Resident Indian Citizens Only
Your College/Institution MUST be:	UGC / AICTE Approved ONLY
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence

Training phase:	The period of training (classroom/virtual) and the subsequent technology tracks assigned for training are purely subjected to the business requirements. Non-performance during training/on the job phase is subjected to separation from the organization
Eligibility for Maternity Leave:	As per the Maternity Benefit Act, 1961, employee would be entitled for maternity leave if she has worked for a minimum of 80 days in the organization in the twelve months immediately preceding the date of her expected date of delivery

Self-Declaration:

1. I hereby declare that I meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of employment.
2. I am aware that this recruitment process is completely free of cost.
3. I am aware that I may be subjected to immediate action by the company at any time during or after the Interview/Selection/Joining if found hiding any information/producing incorrect information or not meeting all the criteria mentioned above.
4. I am flexible to work at any LTIMINDTREE Development Center/ Customer Site/ Partner premise as per business requirement.
5. I am flexible to work in any technology/domain/work shift assigned to me based on the business requirement

Candidate Signature:



Name:

Dubasi Yashassu

Institute Name:

CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY

Mobile No:

9346089139

Date of interview process:

16-Oct-2022

ANNEXURE-2

Please bring along with you the following documents in original and one copy of the same.

- A. Duly acknowledged copy of the GRADUATE ENGINEER TRAINEE Offer Letter.
- B. Non-Disclosure Agreement.
- C. Two copies of your recent passport size photograph with white background.

Attested copies of the following are required:

- 1. Proof of age.
- 2. SSC/HSC or equivalent examination mark sheets.
- 3. Diploma / Degree mark sheets for all the Semesters/Years.
- 4. Passport first & last page.
- 5. Four-wheeler Driving License.
- 6. Pan card.
- 7. Aadhar card.

You are requested to note that our offer is subject to submitting the above documents.

ANNEXURE-3

Name : Dubasi Yashassu
Salary Grade : C1

Date: 05-Dec-2022

Components	INR p.a.	INR p.m.
Basic	180,000.00	15,000.00
Bouquet of Benefits*	261,600.00	21,800.00
Statutory Bonus	21,000.00	1,750.00
A. Base Salary (p.a.)	462,600.00	38,550.00
Annual Incentive (p.a.)	0.00	
B. Total Variable (p.a.)	0.00	
C. TTC (p.a.)	462,600.00	
Provident Fund (PF)	21,600.00	1,800.00
Gratuity	8,664.00	722.00
Mediclaime Premium	7,704.00	
D. Retirals & Other Benefits	37,968.00	
Cost to Company (CTC) C + D	500,568.00	

Medical Insurance Premium:

The Group Medclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age). Coverage limits are as per company policy

You would also be eligible to be covered under the Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

- 1) Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
- 2) Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA, Conveyance, LTA, Meal Allowance and Adhoc allowance.
- 3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
- 4) The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
- 5) Gratuity payment shall be as per "Payment of Gratuity Act, 1972".
- 6) Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

Code of Conduct

Summary:

LTIMindtree employees are expected to follow a professional code of conduct and work ethics. The intent of this document is to lay the ground rules for professional and disciplined behavior in the office premises and/or at client locations. LTIMindtree cannot anticipate all situations that may arise during your employment. When in doubt about an appropriate course of conduct, please contact your supervisor or a People Function representative.

Your employment with LTIMindtree is subject to your acceptance of this Code of Conduct Procedure. All LTIMindtree employees are required to read, understand and sign the Code of Conduct procedures when they are hired.

Objective:

To define guidelines on the professional code of conduct and work ethics in the office premises and/or at client locations.

Eligibility/Applicability:

All LTIMindtree employees, LTIMindtree's clients, vendors, partners etc.

Code of Conduct :

The policy details various scenarios under which Code of Conduct is monitored.

1) Personal Interest v/s LTIMindtree's interest

In day-to-day work scenarios, you could face situations where a possible course of action would advance your personal interests at the expense of the company. In such situations, you are expected to put the best interests of the company first. When in doubt, please check with People Function and/or your Manager.

2) Use of proprietary or confidential information of third party

You should not disclose to LTIMindtree, bring onto LTIMindtree's premises or induce LTIMindtree to use any confidential information that belongs to anyone other than LTIMindtree or yourself. You are instructed neither to make use of any confidential or proprietary information of a third party in the course of performing your job duties or services, nor include or incorporate any such information with or into any product or work that you create, design, or develop for or on behalf of LTIMindtree in the course of performing your duties or services unless you have the prior written consent of LTIMindtree. Reference to 'LTIMindtree' above includes LTIMindtree's clients, vendors and partners as well.

3) Office for Profit

Without the consent of LTIMindtree, you are prohibited from initiating or accepting any work as an Employee, consultant, adviser or as a member of board of directors of any other company. If you wish to seek approval for such outside work, please contact your People Function representative.

4) Vendor relationship

In your capacity as a LTIMindtree employee or Consultant, neither you in the capacity of employee nor any of your immediate family members can be a vendor of LTIMindtree. You shall not accept advice, service, or gifts or presents in kind or cash from a vendor of LTIMindtree with a value greater than \$25. If you receive any gifts from a vendor with a value greater than \$25, or if a vendor engages in a pattern of offering you small gifts, please inform your reporting manager or ask People Function for guidance.

5) Using LTIMindtree's time and assets

You should not use LTIMindtree's or its customers' time or any of its assets for performing outside or personal work. In addition, you should not abet, entice, motivate, help, or coerce fellow employees to use such time and assets for outside or personal work that could reasonably be construed to have a detrimental effect on LTIMindtree.

6) Personal Relationship

Your spouse or any other member in your immediate family may be working with a competitor or vendor of LTIMindtree. This calls for extra-sensitivity to confidentiality of LTIMindtree's information as there is a possibility that the closeness in relationship could lead to inadvertently compromising LTIMindtree's interest. You are requested to be aware of the potential conflicts that might arise and inform the People Function accordingly.

If you are a member of an Enabling function such as People Function, Finance, IS etc you cannot have an immediate family member employed in another function/role in LTIMindtree, unless it has been explicitly approved by the head of People Function.

7) Equal Opportunity

LTIMindtree is an equal opportunity employer and makes employment decisions on the basis of merit. The Company seeks to have the best available individual(s) in every position. LTIMindtree prohibits unlawful discrimination based on race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by federal, state or local laws.

LTIMindtree is committed to complying with all applicable laws providing equal opportunities to individuals regardless of race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by law. This responsibility applies to all persons involved in the operations of LTIMindtree and prohibits unlawful discrimination by any LTIMindtree employee, including supervisors and coworkers.

LTIMindtree prohibits taking negative action against any LTIMindtree employee for reporting a possible deviation from this policy or for cooperating in an investigation. Any LTIMindtree employee who retaliates against another LTIMindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation will be subject to disciplinary action, up to and including termination of employment.

8) Dating/Romantic/Sexual Relationships

LTIMindtree recognizes that sometimes employees enter into personal relationships in the workplace, and this provision is not intended to prohibit such relationships. However, certain romantic or sexual relationships can interfere with the smooth operation of its business. Some of these relationships can also result in actual or potential disclosure of confidential or sensitive information and can have other detrimental effects. LTIMindtree reserves the right to determine when a relationship presents a problem in the workplace.



Without limiting its discretion to address problematic relationships or situations, LTIMindtree offers the following guidelines:

During working time and in working areas, employees must keep personal exchanges limited so that others are not distracted or offended, and so that productivity is maintained. During nonworking time, such as lunches, breaks and before and after work periods, employees may have appropriate personal conversations in non-work areas as long as their conversations and behaviors could not be perceived as offensive or uncomfortable to a reasonable person. Employees are strictly prohibited from engaging in conduct that would be deemed inappropriate by a reasonable person while on company premises, regardless of whether they are working at the time.

LTIMindtree generally considers employee off-duty conduct as private, as long as the conduct does not create problems within the workplace. Exceptions to this principle, however, involve 1) romantic or sexual relationships between supervisors and subordinates (regardless of the reporting structure) or 2) romantic or sexual relationships between any employee in the People Function or Finance departments and any other employee. Both employees involved in a relationship in either of these categories must immediately disclose to LTIMindtree the existence of a romantic or sexual relationship. Such required disclosure must be made in writing to People Function. People Function will provide an appropriate form upon request. Failure to make this disclosure may result in disciplinary action up to and including termination of employment. This disclosure will enable LTIMindtree to determine whether, given the relative positions of the individuals involved, action should be taken.

If LTIMindtree determines that action must be taken, it may ask one or both of the employees to transfer to another position, location, or project. If a transfer proposed by LTIMindtree is refused, or if LTIMindtree determines that the situation cannot be adequately addressed by transfer (or if LTIMindtree determines that transfer otherwise would not be in the best interests of LTIMindtree), LTIMindtree may terminate the employment of one or both employees. LTIMindtree has the sole discretion to determine whether a problem exists and how to address it. Accordingly, LTIMindtree is not limited to transfer and discipline/termination as its only options.

9) Personal Behavior

LTIMindtree expects all LTIMindtree Minds to be honest and fair in dealing with people, customers, vendors, competitors or others because you are the brand ambassador of LTIMindtree and your actions help to form others' impressions about LTIMindtree.

10) Breach of Discipline

As discussed above, LTIMindtree expects all LTIMindtree employees to behave in a professional manner. Listed below are categories of inappropriate conduct that may lead to disciplinary action, up to and including termination of employment from LTIMindtree (This list is just illustrative and not exhaustive).

"Theft, fraud, forgery, embezzlement, misappropriation; dishonesty, harassment, indecent behavior, sexual advances, suggestive remarks, racial slurs, derogatory remarks/discrimination on - disability, veteran status, national origin, sexual orientation, race, color, religion, political affiliation, sex, or age. The list also includes forwarding/ viewing pornographic material at work or on work computers or other devices, willful insubordination, disobedience, absence without leave, habitually irregular attendance, neglect of work, willful damage of company property, disclosing/divulging trade secrets/confidential information/special processes/methodologies, unfair dealing with parties, false representation/misrepresentation, false recording/reporting of information, drunkenness, riotous behavior, commission of certain criminal offense(s), aiding or abetting any act listed herein, willful breach of law/rule / policy / guideline/procedure, working under the influence of alcohol or illegal drugs, creating/encouraging an offensive work environment, etc."

Registered Office: L&T House, Ballard Estate, Mumbai 400 001, India
www.ltimindtree.com | Telephone: + 91 022 22618181

In the event LTIMindtree receives information suggesting that you may have engaged in any of the conduct described above, People Function personnel may require you to undergo necessary tests/assessments/inquiry as appropriate. You will be expected to cooperate in any investigation People Function or LTIMindtree management conducts or directs. LTIMindtree reserves the right to test LTIMindtree employees for drug and alcohol use for cause or when a client requires testing.

11) Usage of Assets

As a LTIMindtree employee, you will come in contact with the below mentioned assets as part of your job. You shall not disclose or divulge any of these assets without permission. You also shall not give false information, misinterpret or misquote any of these assets.

Information which can safely be construed as intellectual property or as copyrightable material includes the following -

- Product of ideas and hard work
- Confidential data
- Any business/functional plan
- Personal information
- Design
- Processes and know-how
- Any internal databases
- Patents /application
- Copyrighted material
- Methodologies, Services etc.

You will also ensure that company confidential information is not used for -

- Benefiting a third party,
- Having reciprocal dealings for personal benefits,
- Acquiring pirated, illegal unlicensed software,
- Receiving or giving extensive gifts/presents,
- Following any practices that lead to monopolies or restrict trade,
- Causing any violation of legal or statutory requirements, etc.

Please understand that unintentional disclosure of proprietary information can be just as harmful as intentional disclosure. Hence you are directed not to disclose LTIMindtree's confidential information to anyone (including fellow employees, if you are unsure of whether to divulge or not) unless otherwise required or permitted by law or directed by LTIMindtree management.

12) Workplace Etiquettes

Workplace etiquette and housekeeping of personal space is a discipline. You must keep your desk space area clean at all times and should put away any papers, books, files, stationery, etc. when you close work for the day. You must ensure that you maintain minimum noise levels at all times so as not to disturb others. Please be conscious of LTIMindtree's Green council policy while using company / customer provided resources like printers, stationery, etc.

All LTIMindtree facilities/ campuses are designated as non-smoking zones. If you wish to smoke at work, please make use of designated smoking areas only.

It is imperative to safeguard the assets (computers, telephones, LCD, etc.) of the company from dishonest, illegal or willfully negligent acts. It is a serious violation to remove any assets from the company or use for personal benefit.

13) Information Disclosure

As a LTIMindtree Mind, you are expected to maintain the confidentiality of LTIMindtree's trade secrets and private or confidential information. Trade secrets may include information regarding the development of systems, processes, products, know-how and technology. If in doubt about whether a document or other information should be considered confidential, please contact your supervisor or People Function representative.

LTIMindtree employees should not speak to the media on LTIMindtree's behalf without contacting company spokesperson/public relations personnel. All media inquiries should be directed to them.

You must be aware that LTIMindtree subscribes to the provisions and guidelines of security controls as defined under ISO 27001 in the current form and with any subsequent changes. In LTIMindtree, you are expected to adhere to the defined compliance under the security policy. Any breach of information security controls may result in disciplinary action up to and including termination of employment.

14) Information privacy

For privacy related rights please refer to the Data Privacy Policy available in [LTIMindtree Privacy Policy Statement - LTIMindtree](#).

Agreed and Accepted

Signature : 

Name : Dubasi Yashassu

Date : Dec 6, 2022

LTIMindtree Offer Letter

Final Audit Report

2022-12-06

Created:	2022-12-05
By:	LTIMindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAV9Ur0-kJ4i1IB83QWsztmnf9yzCYAzHn


"LTIMindtree Offer Letter" History

 Document created by LTIMindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)


2022-12-05 - 6:44:25 PM GMT- IP address: 20.44.36.220

 Waiting for Signature by yashassudubasi0101@gmail.com

2022-12-05 - 6:44:29 PM GMT

 Signer yashassudubasi0101@gmail.com entered name at signing as Dubasi Yashassu

2022-12-06 - 2:42:48 PM GMT- IP address: 45.112.49.72

 Document e-signed by Dubasi Yashassu (yashassudubasi0101@gmail.com)

E-signature hosted by LTIMindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)

Signature Date: 2022-12-06 - 2:42:50 PM GMT - Time Source: server- IP address: 45.112.49.72

 Agreement completed.

2022-12-06 - 2:42:50 PM GMT



PRIVATE AND CONFIDENTIAL

January 18, 2023

Akshaya Enjamoori
2-3-141/B/2A, Sri rama venkata sai nilayam Narayankhed, Sangareddy district,
Telangana 502286
India

Dear Akshaya Enjamoori,

It is indeed a pleasure to welcome you to **PepsiCo Global Business Services India LLP** ("The Organization") as an integral member of the team. We look forward to working together towards achieving PepsiCo's vision, to be the global leader in convenient foods and beverages by winning with purpose.

This is to confirm our offer to you for the position of **Graduate Engineering Trainee - IT**, to be based at **Hyderabad** -IND. Please find enclosed a copy of our offer to join. Please review the same and agree to the terms & conditions stated online, once you join us, for our records.

Please do not hesitate to contact us if there is anything we can do to ensure that your transition to our Organization is as smooth as possible.

Regards,

A handwritten signature in blue ink that reads "Avantika Susan Nigam".

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,

Telangana 500075. Tel: +91 40 7136 9000



January 18, 2023

Akshaya Enjamoori
2-3-141/B/2A, Sri rama venkata sai nilayam Narayankhed, Sangareddy district,
Telangana 502286
India

Dear Akshaya,

We are pleased to confirm our offer to join "**PepsiCo Global Business Services India LLP**" ("The Organization") as a **Graduate Engineering Trainee - IT**. The primary terms and conditions are as follows:

Your appointment will be effective from the date of joining which shall not be later than **August 7, 2023** and you are being employed to work from and report to our office unit on 15th Floor, Tower B in Special Economic Zone located at SY No 107, Laxmi Infobahn, Kokapet, Hyderabad, Telangana- 500075 on the Joining Date.

1. Place of Work:

On joining, you will be required to relocate to Hyderabad or to any place within commuting distance of the office within 30 day's of the Joining Date. During the course of your employment with the Organization, your services are liable to be transferred, seconded or deputed to any of the divisions, branches or companies belonging to, or affiliated to, or associated with the Organization either existing as of date or which may come up in future from time to time. Such transfer, secondment or deputation may be within India or overseas. It is further clarified that except the relocation expenses and transport benefits (as per policy) offered by the Organization, all other expenses for to and fro office will be borne by the employee.

2. Compensation and Allowances:

The Total Fixed Pay offered to you is INR **985,817.00** per annum. This includes statutory retiral. The Target Variable pay offered to you is INR **91,953.00** and the pay-out is subject to your meeting the performance criteria as per the organization's annual bonus policy. The details of the compensation offered are attached in Annexure A.

In the event that, prior to your first anniversary of your Date of Joining, you resign from your employment for any reason or your employment is terminated by the Organization for reasons detailed under this Appointment letter (i) you will be entitled to retain only that portion of the sign-on cash bonus determined by multiplying the sign-on-cash bonus by a fraction, the numerator of which will be the number of whole months that have elapsed

from your Start Date to your termination date and the denominator of which will be 12 (such amount, the "Earned sign-on cash bonus"), (ii) you will promptly repay PepsiCo any portion of the sign-on cash bonus already paid to the extent it exceeds the Earned sign-on cash bonus and (iii) you will forfeit any unpaid portion of the sign-on cash bonus.

3. Medical:

You and your immediate family members, consisting of spouse, dependent children, will be covered under the Organization medical scheme on any hospitalization subject to a limit of Rs. 4,00,000 (governed by the Medical Insurance Policy.)

4. Annual Leave:

You are entitled to Annual leave in accordance with Organization policy.

5. Termination:

Your services with the Organization can be terminated by either side, without assigning any reason, by giving 60 (sixty) days' notice in writing ("Notice Period"). Upon resignation, you will be required to serve the full Notice Period. Any leave taken during Notice Period will be added to the Notice Period. The Organization reserves the right to terminate employment of an employee, for any reason whatsoever, by giving notice as applicable or 'Basic Pay' in lieu of the notice period as applicable, for the level. In case of gross misconduct, negligence, fraud, embezzlement or misappropriation, employment may be terminated by the Organization forthwith without any notice or compensation in lieu thereof.

6. Non-Disclosure:

You acknowledge and agree that unauthorized disclosure of the confidential information or trade secrets of the Organization or any of its affiliates would cause irreparable loss and damage to Organization, and that you shall, besides being liable to be terminated of your employment on this account, will also be liable to be proceeded against for such relief, including but not limited to, damages.

7. Non-Compete:

In signing this Offer and Appointment letter, you agree that during the period of twelve (12) months following the termination of this agreement, you shall not:

- (a) Provide services for or be employed by, whether as an employee, director, consultant or otherwise, any entity that materially competes with beverage or snacks business of the Organization, or any entity associated or affiliated with the above businesses, in the U.S., India, Thailand, or any other countries with respect to which you have performed services for the Organization or any of its affiliates.
- (b) Solicit or endeavor to entice away from the Organization or any of its affiliates any employee, or any other person engaged by the Organization or its affiliates, (whether or not such a person would commit any breach of contract by reason of leaving the service of the Organization or its affiliates), or any customer of the Organization or its affiliates.
- (c) Disclose to any unauthorized person or persons or misuse confidential information or trade secrets of the Organization or any of its affiliates.

8. Termination Payments:

As consideration for the Organization paying your relocation expenses, notice period, sign on cash bonus if any, or any other incidental expenses, you agree that if you voluntarily leave the Organization to join another Organization within a period of twelve (12) months, then as per the Organization's policy/ies, you will be required to repay the Organization such expenses or allowances, as applicable. Further, you understand and agree that any amount you owe the Organization, for whatever reason (including amounts related to the repayment of relocation expenses or allowances), at the time you terminate your employment will be deducted, in whole or in part, from your last pay check(s) and/or expenses reimbursement.

9. Governing Laws:

Your right to any compensation or benefit referenced in this Appointment letter will be determined under the terms of the applicable plan or program. In the event of a dispute, this Offer and Appointment letter shall, for all purposes, be governed and construed in accordance with the law of India, without reference to principles of conflicts of laws.

10. Retirement:

You will retire from services of the Organization on the day you complete the age of 60 years or such age as decided by the Organization from time to time.

11. Safety:

The employee agrees that during the term of Appointment, he shall comply with the safety policy / norms prescribed by the Organization from time to time. In case of non-compliance / breach of any terms and conditions of the safety policy/norms, the Organization shall be entitled to take such action as deemed fit by the Organization and/or as per applicable law, including termination of the employment with the Organization.

12. Code of Conduct:

You will adhere, at all times, to the Organization's Code of Conduct, all Organization policies and to the laws and regulations of any country in which you work.

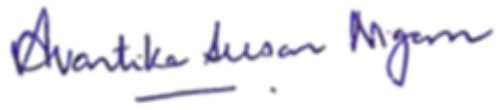
13. The Organization conducts background checks on all new employees. All employment confirmation is subject to satisfactory completion of the background verification.

14. Acceptance:

You have read, understood and accepted the conditions of your employment outlined above. By clicking "Accept" at the next prompt, you will be electronically accepting the terms and conditions of this Letter of Understanding, thereby acknowledging and confirming that you have read and understand the terms and conditions contained herein. You thereby agree to all of the terms and conditions contained therein, including any additional policies, agreements, and addendums located on pages following this signed letter. Furthermore, you are aware that by affixing your electronic signature, it is a legally binding equivalent of your handwritten signature and that in future you may not repudiate the meaning of your electronic signature.

We are happy to welcome you to our Organization and look forward to you building a mutually beneficial long-term association with the Organization.

Regards,



Avantika Susan Nigam
Head of HR

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,

Telangana 500075. Tel: +91 40 7136 9000



PRIVATE AND CONFIDENTIAL

ANNEXURE A

Name of Candidate: Akshaya Enjamoori

External Title – Function: Graduate Engineering Trainee-IT

DOJ: August 7, 2023

Component	Details/Linkage	Amounts in INR p.a.
Basic Salary	Basic Pay is 40% of GBS Fixed Pay	INR Rs394,327.00
Flexible Compensation	This amount can be apportioned to HRA, LTA, NPS, Telecom Reimbursement and other components as per employee choice	INR Rs525,204.00
GBS Base Pay	Annual Guaranteed Cash	INR Rs919,531.00/Yr.
Provident Fund (PF) - Employer Contribution	12% of Basic	INR Rs47,319.00
Gratuity	4.81% of Basic	INR Rs18,967.00
GBS Fixed Pay	Sum of all components above	INR Rs985,817.00
Annual Bonus	Performance linked payout Annual payment for the year is pro-rated basis the month of joining for employees joining before 1st Oct and joiners on 2nd Oct and after are not eligible for that year's bonus	INR Rs91,953.00
GBS Total Cost to Company	Sum of PepsiCo Fixed Pay & Variable Pay	INR Rs1,077,770.00

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Telangana 500075. Tel: +91 40 7136 9000

New Hire Useful Information

Congrats and welcome to Deloitte family!!!

The below information will be useful in identifying the practice you belong to:

Employee Name :
Personnel Number :
Official Email ID :
Designation :
Entity :
Business :
Business Area :
Business Line :

Happy to help if you need any further assistance.

Best Regards,

Talent Onboarding

Important Information:

1) For any **technical or talent** related issues please contact **Technology Call Centre**.

- **Phone number:** +91 040 6762 2222
- **Toll free number:** 1800 2582 2222

2) Ensure you complete the below mentioned nominations using the following steps.

- i. PF ii. Gratuity iii. Insurance & Other Benefits**

DeloitteNet >> Talent OnDemand >> Total Rewards >> My Pay Slip, Tax & Reimbursements >> My Transactions >> My Nominations, then click on point 1 / 2 / 3

3) New Hire Paper Documents (soft copies only):

- Share all your employment and education related documents to the below listed mailboxes accordingly.

Type of Document	Email ID
Education	usindiabieducation@deloitte.com
Employment	usindiabiemployment@deloitte.com

Relieving Letter Declaration

To,

I, _____, have joined _____
("Company") on _____. The last working day with my previous employer was on _____(Date) and I have not been able to provide the relieving letter from my previous employer to the Company.

I shall endeavor to submit such relieving letter by _____(Date) to the Company.

I hereby declare that as on date of this declaration, I am not employed with any other organization in any capacity whatsoever.

I further undertake to indemnify the Company for any loss to the Company on account of incorrect information/details provided by me or any misrepresentation and understand that any such misrepresentation could lead to a disciplinary action against me resulting up to termination of employment.

Further, I understand that due to the non-submission of the above-mentioned relieving letter from my previous organization, the Company may not be able to complete the mandatory background verification process and likely that I will not be assigned for client engagements which requires mandatory background verification done and due to which I may not be able to be staffed on such engagement until I have provided required documents and the background verification has been completed.

I take complete responsibility for all implications (including but not limited to legal implications and / or termination of employment with the Company) which may arise as a result of non-submission of the documents / non-completion of the background check process, as per the policies / guidelines of the Company.

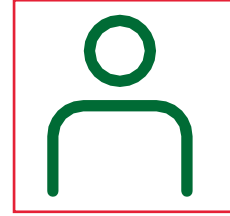
Thanking you,

Signature:

Name :

Personnel Number :

DOJ :



To
Director – HR
Deloitte.

Joining Report

I _____, _____, have joined on _____
in _____.

Regards

(Signature)

Personnel Number :

Official Email ID :

Business :

Business Area :

Business Line :

Conditional Hire Clause

Dear

As a campus hire, you are required to acknowledge the following clauses as applicable in three scenarios prior to your joining Deloitte USI.

Scenario 1: If you have already given your examination and are awaiting results/transcripts:

- You will need to provide regular transcripts and certificates within 180 days from your Date of Joining.

Scenario 2: If your examinations are deferred BUT conducted later (owing to COVID-19 related ambiguity):

- You will need to provide regular transcripts and certificates to conduct background verification within six months post your examination.
- If your examinations are scheduled to a date later than your onboarding date with Deloitte, you will be allowed to take PTO accrued by you or go on a leave of absence.
- Any travel-related costs incurred to attend your examinations will be borne by you.
- All travel-related requests for the above will need to be planned and discussed with your manager. You will also need to follow office entry protocols as applicable (including disclosure of health and travel location).

Scenario 3: If your examinations are cancelled:

- You will need to provide provisional clearance certificate/document as deemed by your university/educational institute.
- You will need to clear other elements of the background verification.

For Scenario 1, please select the below check box:

I have already given my examination and awaiting results/transcripts.

For Scenario 2 and/or Scenario 3, please select the below check box:

I acknowledge that I have read and understood the terms of this conditional hire clause and agree to comply throughout my employment/association. I acknowledge that failure to clear the background verification or non-compliance to provide relevant documentation will result in my offer being rescinded.

For Deloitte Consulting India Private Limited

OMKAR CHANDRAMOULI KONCHUR

Talent

Authorized Signatory

I acknowledge that I have read and understood the terms of this conditional hire clause and agree to comply throughout my employment/association. I acknowledge that failure to clear the background verification or non-compliance to provide relevant documentation will result in my offer being rescinded.

Signature

Name

Date

NAME

OFFICE

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement (“Employment Agreement”)

In consideration of my employment by **Deloitte Consulting India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office at **Floor 4, Deloitte Tower 1, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad – 500032, Telangana, India** (the “Employer”) as a _____ **[INSERT APPROPRIATE TITLE]** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

- 1. **Defined Terms.** The italicized terms in this agreement (the “Employment Agreement”) are defined in **Exhibit A** hereto.
- 2. **Pre-existing Agreements or Arrangements.** I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such *Pre-existing Agreements or Arrangements* and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer’s offer of *Employment* or my becoming, and serving as, a _____ **[INSERT APPROPRIATE TITLE]** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency’s decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

- 3. **Reporting of Proceedings.** Except as provided by law and except as I have disclosed in writing in **Exhibit C** to this Employment Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.
- 4. **Confidentiality.** I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity*.

Please sign here

5. **Third Party Information and Property.** I agree that during my *Employment*, I shall not use or disclose any Confidential Information or Intellectual Property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.
6. **Authorization.** Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.
7. **Competing Activities and Conflict of Interest.** During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.
8. **Authorization to Access Systems and *Electronic Communications* and use of *Deloitte Property*.** I understand that while employed with a *Deloitte Entity*, I will use and have access to the *Systems*. I also acknowledge that a *Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my *Electronic Communications* and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the *Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

Please sign here

9. **Security.** I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. **Ownership of Works.**

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10(b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. **Pre-existing Creations; Personal Creations.** My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B**, and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer

Please sign here

an irrevocable, royalty free, perpetual, fully paid up, transferable, sublicensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. **Post-Employment Restriction re: Clients.** I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, for a period of one year following the termination of my *Employment* for any reason, I will not, directly or indirectly, solicit or provide services to any client or prospective client of a *Deloitte Entity* to which I provided (or participated in a proposal to provide) services during the two-year period prior to termination of my *Employment*.
13. **Exceptions to Post-Employment Restriction re: Clients.** I understand that the obligations of Paragraph 12 will not apply for a period of three (3) years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.
14. **Future Employment with Clients.** Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.
15. **Restriction re: Personnel and Contractors.** I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated, (b) participate in the hiring or admission of any *Personnel*, or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.
16. **Post-Employment Restrictions re: Deloitte Property.** Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte*

Please sign here

Entity at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d) I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a *Deloitte Entity* to remove such *Deloitte Property*.

OTHER POST-EMPLOYMENT OBLIGATIONS

17. **Transition of Work and Cooperation.** Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licensor of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.
18. **Notification of Post-Employment Obligations.** I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.
19. **Certification.** I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 10, 11, 12, 14, 15 and 16 of this Employment Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. **Equitable Relief and Attorney's Fees.** I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 10, 11, 12, 14, 15, or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15, to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.
21. **Liquidated Damages: Client Fees.** I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to 50% of all fees received by me (or any person or entity with which I am associated) in connection with such breach. Such percentage shall be paid within thirty days after each fee payment is received and in respect of all services in connection with such breach during the two years following the termination of my *Employment* for any reason.
22. **Liquidated Damages: Compensation.** I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.
23. **Right of Inspection.** I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations

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described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. **Governing Law; Choice of Forum.** This Employment Agreement is deemed to have been executed in the Employer's office in [HYDERABAD: Hyderabad, Telangana, India] [MUMBAI: Mumbai, Maharashtra, India] [BENGALURU: Bengaluru, Karnataka, India] [GURGAON: Gurgaon, Haryana, India] and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.
25. **Modifications.** My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.
26. **Severability.** Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.
27. **Blue-Penciling.** If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefor another provision that is legal and enforceable and that achieves the same objective.
28. **Waiver.** None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.
29. **Entire Agreement.** This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.
30. **Transfer and Assignment.** Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 8, 10, 11, 12, 14, 15, 16, 17, 18, 19, and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or

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prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. **Headings.** The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Consulting India Private Limited



OMKAR CHANDRAMOULI KONCHUR

Talent
Authorized Signatory

Effective as of _____, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

Signature _____

Name _____

Please sign here

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information (*PII*) or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the “Deloitte U.S. Firms”), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited (“DTTL”) or any member firm of DTTL or affiliate thereof (collectively, the “DTTL Member Firms”) or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term “control” (including the terms “controlled by” and “under common control with”) means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte US India - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte US India: (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Please sign here

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a *Deloitte Entity*, and (3) it does not result from any work performed by me and the *Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity*.

PII – information (excluding business contact information such as an individual’s name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes *PII* when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual’s name is used with *PII* that is not business contact information, it is included in the definition of *PII*.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any *Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United States Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries,

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charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the *PCAOB*, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my *Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

Please sign here

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

[none, unless otherwise specified]

Yes, I do have Pre-existing Creations, Pre-existing Agreements or Arrangements

No, I do not have Pre-existing Creations, Pre-existing Agreements or Arrangements

<u>Title</u>	<u>Date</u>	<u>Brief Description</u>
---------------------	--------------------	---------------------------------

Signature: _____ Name: _____ Date: _____

ACCEPTED AND AGREED TO:

DELOITTE CONSULTING INDIA PRIVATE LIMITED.



OMKAR CHANDRAMOULI KONCHUR

*Talent
Authorized Signatory*

Date

An *Authorized Signatory's* signature is required only if *Pre-existing Creations* or *Pre-existing Agreements or Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that *Pre-existing Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the *Intellectual Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements or Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements or Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

Please sign here

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have Proceedings to report

No, I do not have Proceedings to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

Signature

Name (Print)

Date

Please sign here

EXHIBIT D

Exceptions to Post-Employment Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have Post-Employment Restrictions re: Clients

No, I do not have Post-Employment Restrictions re: Clients

Name of Client

Specified Kind of Services(s) Permitted

DELOITTE CONSULTING INDIA PRIVATE LIMITED.



OMKAR CHANDRAMOULI KONCHUR

*Talent
Authorized Signatory*

Date

I have read and understood the above policy terms.

Signature:

Name: _

Date: _

An *Authorized Signatory*'s signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

Please sign here

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Consulting India Private Limited.** (the “Employer”), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

Please sign here

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT (“Employment Agreement”)

You will be expected to sign the Employer’s Employment Agreement. Please contact Talent for further details.

3. HARRASSMENT POLICY

Administrative Policy Release (“APR”) 213 is the Employer’s policy prohibiting harassment. Deloitte LLP's subsidiaries located in India (“*Deloitte US India*”) are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on Deloittenet after joining *Deloitte U.S. India*.

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer’s policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte US India is 60 years.¹ Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a *Deloitte Entity* or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **90 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

¹ This provision is not applicable for U.S. citizens (and citizens of any other country where enforcing Deloitte US India’s mandatory retirement age would be prohibited by the laws of that country) for whom there is no mandatory retirement age.

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In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorized person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloitte.net.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

Please sign here

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and *Deloitte US India's* other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. <https://deloittenet.deloitte.com/Pages/Home.aspx> for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of _____, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

Signature -

Name: -

Please sign here

Personnel Privacy Notice

The terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and *Deloitte US India's* other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. [DeloitteNet](#) for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

You agree to have read the [USI Personnel Privacy Notice](#) and consent to the collection and processing of your personal data by the Employer for purposes described in the Personnel Privacy Notice.

Effective as of _____, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

Name

Office

Signature



Deloitte USI Employees Welfare Trust

Benefit Programs & Employee Consent

Deloitte USI Employees Welfare Trust ("Trust") is an employee welfare and benefit fund that supports you and your loved ones to navigate through unforeseen challenges and difficult phases of life, like natural calamities, disasters, and in the event of unfortunate death of a Deloitte professional

In line with the above objectives, the Trust provides the following benefits to you and your dependents:

- a) Financial assistance to employees in case of property damage during disaster and natural calamity
- b) Financial support to deceased employee's family to take care of children education expenses, and
- c) Financial assistance to deceased employee's spouse to undergo learning or skill training

I provide consent to become a member of the "Deloitte USI Employees Welfare Trust" and contribute a nominal annual membership fee to be eligible as a beneficiary of Trust Programs.

I also provide consent to access/use Personal Identifiable Information related information as deemed necessary by the Trust on behalf of self and beneficiaries. I understand that any such data or information may be disclosed by Trust or Deloitte to related entities or third parties, including, without limitation to accessing, storing, and analyzing.

Signature

Name

Date



Deloitte Consulting India Private Limited
Deloitte Tower, Survey No. 41, Gachibowli Village, Ranga
Reddy District, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Ms. J Ankitha
2-78, Kistapur Village, Dhanwada Mandal,
Mahabubnagar, 509204
India

Subject: Offer of Employment

Dear J Ankitha:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **July 3, 2023**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 600,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **July 3, 2023**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **July 3, 2023**, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within pre-defined boundary if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:00 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Gurugram and Bengaluru.

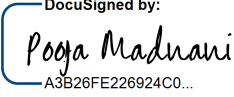
This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

J, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited

Best regards,

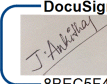
By: 
A3B26FE226924C0...
Signature

Authorized Signatory

Acceptance

I, **J**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance


8BEC5F4753DF4E5...
Signature

Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.05.30 09:44:50 -07:00

Annexure A

Ms. J Ankitha

Analyst

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	17,500	210,000
House Rent Allowance (HRA)	8,750	105,000
Special Allowance ^{1a & 1b}	11,867	142,404
Leave Travel Allowance ²	1,750	21,000
Differential Allowance	5,833	69,996
Meal Card ³	2,200	26,400
Employer's contribution to PF	2,100	25,200
Total Salary (in Rs.)	50,000	600,000
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium ⁴	3,014	36,167

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

Annexure A

¹All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

**Employee Level -
Analyst**

^{1a}Communication Expenses

^{1b}Fuel Expenses

Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.

Petrol / Driver / Insurance / Repairs & Maintenance

Rs./₹ 3,000/- per month

Rs./₹ 7,500/- per month

^{1a} The internet/telephone/mobile bills should be in the Employee's name.

^{1b} For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

² The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

³ Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

⁴ Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Consulting India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India** (the "Employer") as **Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. Pre-existing Agreements or Arrangements. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of Proceedings. Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity*.

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I

represent and warrant that I am not currently aware of any present or past violation of this provision.

8. Authorization to Access Systems and Electronic Communications and use of Deloitte Property. I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a *Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the *Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. Security. I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of Works.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. Pre-existing Creations; Personal Creations. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B**, and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- Employment Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- Employment Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3) years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: Personnel and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated; (b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- Employment Restrictions re: Deloitte Property. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d) I agree to allow a *Deloitte Entity* to inspect

any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- EMPLOYMENT OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licensor of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- Employment Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15, to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

DocuSigned by:
For Deloitte Consulting India Private Limited

Pooja Madnani

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Talent

Authorized Signatory

DocuSigned by:
E... as of **July 3, 2023**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

J. Anand

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Signature

Name



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.05.30 09:44:50 -07:00

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information (*PII*) or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the “Deloitte U.S. Firms”), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited (“DTTL”) or any member firm of DTTL or affiliate thereof (collectively, the “DTTL Member Firms”) or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term “control” (including the terms “controlled by” and “under common control with”) means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information*, *Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the *Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity*.

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any *Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United States Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my *Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the *Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

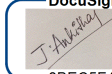
[If yes, please enter details below]

Yes, I do have *Pre-existing Creations, Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations, Pre-existing Agreements or Arrangements*

<u>Title</u>	<u>Date</u>	<u>Brief Description</u>
--------------	-------------	--------------------------

DocuSigned by:



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Signature

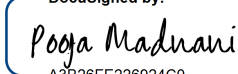
Date

Name (Print)

ACCEPTED AND AGREED TO:

Deloitte Consulting India Private Limited

DocuSigned by:



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Talent

Its: *Authorized Signatory*

Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.05.30 09:44:50 -07:00

An *Authorized Signatory's* signature is required only if *Pre-existing Creations* or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that *Pre-existing Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the *Intellectual Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

EXHIBIT C

Proceedings

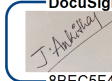
[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

DocuSigned by:



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Signature

Name

Date

EXHIBIT D

Exceptions to Post-Employment Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-Employment Restrictions
re: Clients

No, I do not have
Post-Employment Restrictions
re: Clients

Name of Client

Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

Deloitte Consulting India Private Limited

DocuSigned by:
Pooja Madhani
A3B26FE226924C0...

Talent

Its: Authorized Signatory

_____ Date

I have read and understood the above policy terms.

DocuSigned by:
J. Anand
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Signature

Name

Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10

Sealed Time: 2023.05.30 09:44:50 -07:00

An Authorized Signatory's signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an Authorized Signatory indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Consulting India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **90 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

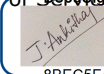
- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.

- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloitte.net/deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. <https://deloitte.net/deloitte.com/Pages/Home.aspx> for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **July 3, 2023**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions

of Service by:



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Signature

Name



Ms. J Ankitha

2-78, Kistapur Village, Dhanwada Mandal,

Mahabubnagar, 509204

India

Training Agreement

Dear J:

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Analyst** pursuant to the terms and conditions of your offer letter dated **July 3, 2023**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed. We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,

For **Deloitte Consulting India Private Limited**

DocuSigned by:

Pooja Madhani

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By:

Signature

Authorized Signatory

Sept 21,2023

Ms. Anuhya Linga
15-13-67/1, Bank colony, Khammam, Telangana 507002

Dear Anuhya,

Congratulations! Subsequent to the discussions we had with you recently, we are happy to make you an offer in our organization Broadridge Financial Solutions (India) Private Limited (“the Company” or “we”). Please find the details below the terms for the said offer:

- Position:** Member Technical
- Grade:** G2L1
- Work Schedule:** Full Time
- Date of Joining:** On or before Sept 25,2023, in event you don't join on the date of joining herein, this offer shall cease on the said date of joining. Any exception hereof shall be communicated and acknowledged by the Company in writing.
- Compensation:** Your CTC is INR 10,00,000/- per year. Detailed breakup of the CTC is provided in Annexure 1.
- Probation Period:** You will be on probation for a period of 6 months from their date of joining the Company. The probation will be in accordance with the Company's probation policy.
- Notice Period:** This employment is at-will Notice period during probation is 30 days and post confirmation of probation is 90 days. Either party can terminate the employment contract by serving the requisite notice period or salary in lieu of notice period. Separation hereof will be governed by Company's separation policy.
- Place of work:** Your initial place of work will be at Hyderabad. However, your services are transferable, and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business. Any change with respect to your place of work will be as per Company's sole discretion and approval.
- Working Hours:** The Company works 7 days a week, twenty-four hours a day. You will be required to work for 9 hours a day (Including a break of 1 hour) for / 5 days a week and your weekly off may not necessarily be on Saturday and Sunday.
You will be required to attend office and work during the hours assigned to you by your reporting manager which may include night shifts.
- Affirmation:** You hereby affirm that you are legally eligible for this employment with the Company and do not have employment related constraints from your previous employers by virtue of contract executed with them, you further affirm that you shall not use any confidential information of your prior employers or related third parties while in employment at the Company.

Policies: Your employment with the Company will be subject to the company's policies, procedures and as applicable from time to time.

Background verification: Your employment is subject to a clear background verification check event, in absence of the same the Company at its discretion shall take suitable action. Further, by accepting this offer you expressly provide your consent to to collect, use, process and store your credentials data including but not limited to, your name, address, date of birth, passport, Aadhar number, PAN, driving license, biometric, telephone number and email address (“Data”) by the Company or its designated third party for the purpose of background verification with respect to your employment with Company. You are required to sign a copy of this letter confirming the acceptance and compliance of the terms of offer existing and modified from time to time within 5 days from this offer letter, post which this offer shall cease, except and otherwise as agreed by the Company at its discretion.

Once again, let me express our unanimous excitement at the prospect of you joining the organization. We look forward to the prospect of a long and mutually rewarding professional relationship.

Sincerely,

Accepted



Ritu Rakhra
Head – Human Resources

Anuhya Linga

Annexure 1

Name : Anuhya Linga

Position : Member Technical, G2L1

CTC Break Up		Per Annum
Base	Basic (50% of Total Fixed)	444168
	HRA	177667
	Flexible Allowance	243101
Costed Benefits	Sodexo	15000
	Internet	8400
Total Fixed	Base + Costed Benefits	888336
Retirals	PF	53300
	Gratuity	21365
Statutory Bonus	Statutory Bonus	36999
CTC	Total Fixed + Retirals + Statutory Bonus	1000000

The following components are available under "Flexible Allowance" for you to make allocations and claim tax benefit in line with the Income Tax laws:

- Sodexo
- LTA
- NPS



Annexure 2

1. Bonus

Statutory Bonus: You will be eligible for a Statutory bonus (8.33% of basic) and the payouts would be made every month

2. Retirals

Provident Fund: Provident Fund (12% of Basic) will be deducted from your salary. The Company will also contribute a matching amount towards your Provident Fund. The PF related components of the compensation would be governed by the relevant statutory laws as may be applicable from time to time.

Gratuity: The Gratuity is paid to the associates as per the Gratuity Act, 1972. For every completed year of service, the Company shall pay gratuity to you at the rate of fifteen days' wages based on the rate of wages last drawn by the employee on retirement or resignation from the services of the Company on completion of at least 4 years 190 days of continuous service.

3. Benefits

3.1 Insurance Benefits

Health Insurance: You as an associate are covered under the Group Medical Insurance policy from day one of employment. Dependents are also covered basis your declaration on the portal.

Dependent Coverage: Spouse, Children, Parents/ Parents-in-law

Personal Accident Insurance: You as an associate will be covered under the Group Personal Accident Insurance Plan

Group Term Life Insurance: You as an associate will be covered under the Group Term Life Insurance

3.2 Holidays & Leaves

You are eligible for Earned leaves of 18 days, Casual Leaves of 12 days and Sick Leaves of 12 days per calendar year on a pro rata basis. You are also entitled to all the Public Holidays notified by the Company. Leave should be taken at times mutually agreed between you and your reporting manager.

For those members who joined the organization after January 1st, leave entitlement for the period between your date of joining and the 31st of December will be allocated on a pro rata basis.

Annexure 3

1. **Confidentiality**

You will be required to execute a confidentiality agreement (FTE Agreement) at the time of joining us regarding your employment and the business matters of the Company.

2. **Authenticity**

Please note that this offer is subject to the authenticity of the information and documentation provided by you. In the event the information provided is proved to be false / untrue, the company reserves the right to immediately terminate your services.

3. Duties and Responsibilities

a) You agree that at all times during your employment you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position.

In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time and shall honor and comply with all rules and statutory requirements under applicable law as amended from time to time.

b) All Ideas and Innovations as part of your employment with Broadridge would be considered as a property and Intellectual Property of Broadridge.

c) All information and knowledge gained in process/product or technology or client's process/product or technology, as part of your employment with Broadridge is to be considered confidential.

d) You shall not without the company's prior written consent, be in any way directly or indirectly engaged or concerned with any other business or employment during or outside your hours of work in the company.

You shall, however, undertake honorary work of social or charitable nature literary artistic or scientific character only with the express written permission from the competent authority.

e) You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

4. Unauthorized Absence

If you are absent from work for a continuous period of four (4) calendar days, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Policy.

5. Code of Business Conduct and Ethics

Your appointment at Broadridge would require you to be bound by the prevailing code of conduct, rules, policies, regulations, procedures, and guidelines of the organization.

6. Termination of Employment

The Company may terminate your employment at any time with or without assigning any reasons in certain exceptional cases:

- Is discovered guilty of fraud, embezzlement, or other kinds of illegal actions against the company
- Is guilty of impersonation
- Is guilty of discriminatory behavior or harassment
- Is guilty of unlawful or immoral behavior on the job
- Has failed the background verification
- Is discovered to have caused intentional damage to company's assets
- Continuously disregards company policy

In view of the above, your employment with Broadridge can be terminated with immediate effect. There will be no adjustment against notice period or payment of salary to be made in lieu of the notice period from either of the party.

7. Documents

Our offer is subject to the completion of separation formalities at your previous employer. At the time of joining the company you are required to produce the following documents (photocopies), as applicable:

- Relieving Letter from your last Employer
- Copy of the Passport
- Copy of Birth Certificate / School Leaving Certificate
- Academic & Professional Certificates
- Last Payslip drawn
- Four passport size photographs
- If member of Provident Fund scheme, the membership number
- Form 16 (1) / Form 12 (B) (pertaining to Tax Deducted at source) from the previous employer
- Bank Account proof document - Cancelled cheque / Passbook



13-Jan-2023

Candidate ID: 24198166

Harshitha Bandari
B.Tech Electronics & Communication Engineering
Chaitanya Bharathi Institute of Technology

Dear **Harshitha Bandari**,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship on premises with us for **a period of 3 to 6 months**. Your Internship onboarding will be scheduled based on your availability factoring your college exam schedule and our business requirements.

During this period, you will be provided with a stipend of **INR 12,000** per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Though Cognizant Internship is a pre-requisite skill and capability development program, it does not guarantee employment and there is no employer – employee relationship during the course of this internship program. However, the successful completion of internship will form a critical part of your eligibility for employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 10 hours per day from Monday through Friday aligned to the working timings followed in Cognizant which based on the need could also be operated on a shift model. Attendance is mandatory on all the days to stay active in the Internship Program. The Intern Offer would be terminated if the mandatory requirement of minimum 90% attendance at office is not met in a month.
- Interns are covered under Cognizant's calendar holidays of the respective location of internship, and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program and internship would be terminated if leaves are availed without prior approvals.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions failing which your internship would be terminated.
- The Technical skills track mapped could change at the start or mid-way or even later during the program depending on business demand changes and you would be required to be flexible for this change failing which your internship would be terminated.
- After successful completion of your Internship if there is a business demand which expects you to get skilled on a different skill, you would be expected to get skilled in that demand failing which your Full Time Offer would be cancelled / withdrawn.

- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion. Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Adherence to Cognizant Internship policies and guidelines is mandatory and any breach of incident reported will lead to immediate cancellation of Internship without any notice.
- During the course of your Internship and at all times, you shall be governed by Cognizant's Social Media Policy and shall, refrain from posting malicious, libelous, defamatory, false, obscene, political, anti-social, abusive, and threatening messages/statements or disparaging the Company, clients, associates, competitors, or suppliers or any third parties, irrespective of whether any such statements are likely to cause damage to any such entity or person. Any breach of this section would lead to immediate termination of the Internship and revocation of the Employment Offer/Agreement.
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

This offer from Cognizant shall be active and **valid for only 3 calendar days** and hence you are expected to accept or decline the offer through the company's online portal within the said time-period of 3 calendar days and you will also be required to submit the mandatory documents at least **7 days** before your Internship Onboarding Date as part of your Pre-joining & Background Verification (BGV) process. In case you don't comply to the above timelines, this Offer shall stand withdrawn and will be considered as cancelled. Any official written extension to the offer validity and the above-mentioned timelines will be at the sole discretion of Cognizant.

Below are the **mandatory documents** to be submitted as part of your **Background Verification**:

- Your Pan Card
- Letter of Authorization (LOA) which should be downloaded from the BGV application hand signed with your name and date and reuploaded back to the application

Below are the **mandatory documents** to be submitted as part of your **Pre- joining formalities**:

- 2 Passport sized Photographs preferably with a Grey / White background
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.
We wish you good luck.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Maya Sreekumar

Vice President - Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:



AGREEMENT

16- February - 2023

BETWEEN

AVEVA SOLUTIONS INDIA LLP

AND

JAGRUTHIE SADULA

aveva.com

Registered Office :
AVEVA Solutions India LLP
Tower -1, 2nd Floor, WaveRock
Sy.no 115 APIIC IT/ITES SEZ, Nanakramguda, Hyderabad -500008
Telangana State, India.
Registered in India. LLP PIN AAB-8674

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Projects, M/s TSI Business Parks (Hyderabad) Pvt Ltd.
Co-developer in M/s. TSIIIC Limited IT/ITES SEZ, Nanakramguda
Village, Serilingampally Mandal, Rangareddy District
Telephone: 040-30882700



This employment agreement is entered at **Hyderabad** on 16-February-2023

BY AND BETWEEN:

AVEVA Solutions India LLP, a company having its registered office at [Tower 1, 2nd Floor, Wave Rock, S Y No. 115 TSIC IT/ITES SEZ, Nanakramguda, Hyderabad TG 500008, India] hereinafter referred to as the **Company**.

AND

Jagruthie Sadula a citizen of India, with address at Plot No. 415, housing board colony, Vinayak Nagar, Nizamabad, Hyderabad, India – 503003 hereinafter referred to as an **Intern**.

Jagruthie Sadula agrees to be retained by the Company under the terms and conditions set forth below:

1. Duration of Assignment

Your assignment commences with effect from **6th March, 2023** ends on **22nd May, 2023**.

2. Scope of work

The company hereby engages you as Intern for Software Development Services and other related activities. You shall provide your services with respect to the assigned work. You shall deliver such services at the company's place of work. Specifics of daily tasks/deliverables shall be communicated to you by your immediate manager.

3. Compensation:

In consideration of the services rendered by the Intern to the Company, the Intern is entitled to receive a sum of **INR 20000** per month towards stipend.

4. Compliance:

You shall be responsible for all statutory compliance at AVEVA Solution India LLP, Tower 1, 2nd Floor, Wave Rock, S Y No. 115 TSIC IT/ITES SEZ, Nanakramguda, Hyderabad TG 500008, India. You will also abide by all the working rules, code of conduct, behavior, communication that is applicable for others working in the said office.

5. Duties and Responsibilities:

The Intern shall devote full working time, attention and energy to the performance of the duties assigned to him/her. The Intern shall not, whether directly or indirectly, be employed, engaged, concerned or interested in any manner whatsoever in any trade, business or profession other than the business of the Company or accept any appointment to any office (including Internships) be it paid or unpaid during the duration of the contract with AVEVA. He/she shall not utilize the assets, resources and time of the Company for such external activities.

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Telephone: 040-30882700



6. Terms and Conditions:

This agreement shall commence on the start date and shall be valid till the end date.

Either party may terminate this Agreement with a Fifteen (15) days prior written notice to other party. Upon the expiration or termination of this agreement (a) Intern shall return all the company's Confidential Information in their possession or control and (b) Intern shall deliver to Company all deliverables completed and accepted up to the date of termination and company shall have all right, title and interest thereto.

7. Relationship:

Intern shall use best efforts and shall devote such time and effort to the performance of duties. Intern has no authority to bind the company to any obligation or accord and is an independent Intern.

8. Covenants:

Intern shall coordinate activities with the company and all the activities of intern shall require the prior written consent of your immediate manager.

9. Confidentiality:

During the Term and for a period of Agreement thereafter, Intern shall hold Company's Confidential information as per Annexure - I in strict trust and confidence and avoid the disclosure or release thereof to any other person or entity.

10. General:

Intern shall keep the company informed of any change in the address of communication and other relevant information.

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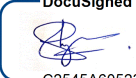
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Telephone: 040-30882700

SIGNATORIES

IN WITNESS WHEREOF each of the Parties has executed this Agreement, as of the day and year first above written.

SIGNED AND DELIVERED

For **AVEVA Solution India LLP**

DocuSigned by:

C2545A60523244F...
Shhyaam Konka
Head of HR Services, India

ACCEPTANCE STATEMENT

I accept the above terms and conditions of the agreement.

Intern

Name: Jagruthie Sadula

Signature: 
9976D65181AD40E...

Date: 24 February 2023

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Annexure - I

Confidentiality and Assignment of Rights Agreement

Conditional to and in consideration of your employment with AVEVA Solutions India LLP (hereinafter referred to as “the Company”) and the compensation or other employment benefits, you agree to observe and to be bound by all the terms and conditions as set down in this Confidentiality and Assignment of Rights Agreement (hereinafter referred to as “Agreement”).

1 Duration and Termination

- 1.1 This Agreement shall commence on the date of commencement of your Services to the Company irrespective of the date on which this Agreement is signed and shall continue in effect until termination of such Services save that any or all of your obligations under this Agreement shall survive termination of Services and/or of this Agreement.

2 Definition

- 2.1 In this Agreement, the following words shall have the following meanings:

“Affiliate” in relation to a party, means any entity or person which controls, is controlled by, or is under common control with that party. For the purposes of this definition, ‘control’ shall mean direct or indirect beneficial ownership of 50% (or, outside a party’s home territory, such lesser percentage as is the maximum permitted level of foreign investment) or more of the share capital, stock or other participating interest carrying the right to vote or to distribution of profits of that entity or person, as the case may be.

“Development Intellectual Property” means all Intellectual Property Rights, subsisting in, resulting from, generated by, arising from or made, originated, developed or obtained in the course of providing or otherwise related to Development Work for AVEVA Group or any AVEVA Group Company excluding any pre-existing intellectual property provided by AVEVA Group or any AVEVA Group Company to the Company for Development Work.

“Development Work” means any development work, activities and services to be undertaken by the Company for AVEVA Group or any AVEVA Group Company.

“AVEVA Group” shall mean AVEVA Group Plc. and “AVEVA Group Company” shall mean any company which is for the time being a subsidiary or Affiliate of AVEVA Group Plc.

“Intellectual Property Rights” means any invention, improvement, innovation, patent, design, process, information, know-how, copyright work (including without limitation rights in and to technical processes, systems, methods, software design, algorithms, code, scripts or other computer software), rights in databases, topography right(s), domain name(s), trade mark, trade name or get-up (whether capable of being patented or registered or not) or application to register any such right together with all statutory and other rights in respect of patents designs, circuit layouts, copyright, confidential information and all other intellectual property rights of any nature whatsoever in any part

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of the world in particular and without limitation all other intellectual property rights defined in Article 2 of the Convention establishing the World Intellectual Property Organisation of July 1967.

3 Confidentiality

- 3.1 For the purpose of this Agreement, all information in whatever form obtained or acquired by you or that comes to your knowledge during the course of providing Services to the Company shall be classified as private and confidential information ('Private and Confidential Information'), except for information which has already become public knowledge or literature, and includes any of the matters set out in paragraph 6.

Examples of Private and Confidential Information include but are not limited to any Development Intellectual Property, Development Work, any of the Company's or AVEVA Group's or any AVEVA Group Company's Intellectual Property Rights, prospects and customers details and their confidential information, pricing policies, sales, costs and other financial information, sales and marketing activities, contract bidding activities, trade secrets, legal/contract matters and personnel confidential details. Please note that this is not an exhaustive list and shall not be read as restricting the generality of the definition of Private and Confidential Information.

- 3.2 You shall not disclose Private and Confidential Information to any Third Party without prior written consent of the Company, except as provided in paragraph 4.
- 3.3 For the purpose of this Agreement, 'Third Party' is defined as any person or body corporate other than the Company or personnel specifically authorised by the Company.
- 3.4 This section comprises the general paragraphs governing the confidentiality rules and shall be read in conjunction with the undertakings in paragraph 5.1 of this Agreement.

4 Exemption

- 4.1 You may disclose Private and Confidential Information by an Order of Court in India or under any written laws which compel you to disclose. You should consult your legal counsel prior to disclosure. In the event you are required to disclose Private and Confidential Information under this paragraph, you shall, unless prohibited by the said order of court or the said written laws, inform the Company in writing in advance of disclosure.

5 Obligations of Confidentiality

- 5.1 You agree to and undertake as follows:
- a) You shall within the duration of your Services to the Company and at all times thereafter, not disclose or cause to be disclosed or used or made known, not copy in whole or in part, reproduce, divulge, publish or circulate (or authorise or permit anyone else to do the same) any of the Private and Confidential Information except where this Private and Confidential Information is in your lawful unrestricted possession or is part of public knowledge or literature;

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- b) The undertakings in paragraph 5.1 (a) herein shall continue insofar and for so long as the Private and Confidential Information in question has not become public knowledge or literature through no fault of the Company or AVEVA Group or any AVEVA Group Company as the case may be;
- c) Preservation of Private and Confidential Information includes, but is not limited to, non-disclosure of the Private and Confidential Information in question by you to a Third Party, or by authorising or permitting anyone else to do the same, without prior written consent of the Company, whether intentionally or unintentionally, whether or not for your benefits or for any kind of monetary or non-monetary rewards and whether or not to the detriment of the Company or AVEVA Group or any AVEVA Group Company;
- d) You shall not take possession of and preclude the Company or other personnel so authorised by the Company from access to information relating to the Company or AVEVA Group or any AVEVA Group Company or its business that comes to your knowledge exclusively and directly in the course of carrying out your duties;
- e) You shall take appropriate precautionary and preventive actions agreed to by the Company to safeguard the property of the Company under your custody from misappropriation, unlawful disposal or theft during the course of providing Services to the Company. The Property includes tangible and intangible assets such as cash, credit cards, computers, notebooks, personal effects and trade secrets;
- f) Upon the completion of your Services and at any time upon the written request of the Company, you agree to return to the Company or destroy (at the Company's option) any documents originating from the Company or created by you which embody Private and Confidential Information and all copies of Private and Confidential Information in whatever form belonging to the Company or AVEVA Group or any AVEVA Group Company regardless of the medium on which it is copied, including without limitation all data, drawings, photographs, graphs, tables, charts, documents, correspondence, specifications, blueprints, notebooks, reports, sketches, formula, computer programs, software, software documentation, sales data, business manuals, price lists, customer lists, samples and all other materials and copies, including product and other embodiments relating in any way to the business of the Company or AVEVA Group or any AVEVA Group Company, made, in full or in part, or obtained by you during the course of providing Services to the Company, whether confidential or not, which are in your possession or under your control;
- g) You shall not use any material, other than that supplied to you by the Company, to create any Intellectual Property Rights belonging to or assigned to the Company under this Agreement including any Development Intellectual Property. Such material includes but is not limited to any hardware or software; and
- h) You shall not, during the period of your Services to the Company and within a period of twelve months after the termination of such Services be involved in canvassing, soliciting, interfering with or enticing away any person, firm or corporation which has at any time during the course of providing Services to the Company been a client of the Company.

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5.2 Nothing in paragraph 5.1 shall be interpreted as intended to limit or restrict the general confidentiality rules as stipulated in paragraph 3.1 to 3.3.

6 Inventions, Intellectual Property Rights Etc.

6.1 Disclosure

You are required to promptly disclose to your manager in the Company (and to no person outside of the Company without the Company's written permission) any Intellectual Property Rights which belong to the Company or AVEVA Group or any AVEVA Group Company, including any Development Intellectual Property or Development Work or any other invention, discovery, improvement or design made by you and relating to equipment of a type made, supplied, designed, or in development by the Company or AVEVA Group or any AVEVA Group Company or relating to the manufacture of such equipment or otherwise suitable for the purpose of the business of the Company or AVEVA Group or any AVEVA Group Company (whether or not such inventions are patentable or are capable of registration, copyright or other protection).

6.2 Rights

You acknowledge and agree that:

- a) all Intellectual Property Rights in Private and Confidential Information referred to in paragraph 3.1 and paragraph 6 and in any developments, improvements, modifications and enhancements thereto are and shall remain vested in the Company or AVEVA Group or any AVEVA Group Company as the case may be.
- b) all inventions, improvements, processes, methodologies, software, data, works subject to copyright, any other Intellectual Property Rights and all parts thereof, whether or not registrable, made by you from the date of commencement of your Services to the Company, in the course of your normal duties, or specifically assigned duties, or in relation to which you owe a special obligation to the Company, shall belong exclusively to the Company. In connection therewith you agree to assign and hereby assign and transfer to the Company or to AVEVA Group or to any AVEVA Group Company if requested by the Company, all of your present and future rights, title and interest in and to the following:
 - i) all Intellectual Property Rights made or conceived by you, alone or with others, during the course of providing Services to the Company;
 - ii) all Intellectual Property Rights made or conceived by you alone or with others, that relates to the business of the Company or AVEVA Group or any AVEVA Group Company, whether made or conceived during working hours utilizing premises or materials furnished by the Company or at other times with other materials;
 - iii) all Intellectual Property Rights made or conceived by you alone or with others, that arises out of any Private and Confidential Information whether made or conceived during working hours utilizing premises or materials furnished by the Company or at other times with other materials; and

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Registered Office :
AVEVA Solutions India LLP
Tower -1, 2nd Floor, WaveRock
Sy.no 115 APIC IT/ITES SEZ, Nanakramguda, Hyderabad -500008
Telangana State, India.
Registered in India. LLP PIN AAB-8674

Site Office:
AVEVA Solutions India LLP
Level 10, Tower 2.1 (i.e. Tower 1 of Phase 2) of Wave Rock
Projects, M/s TSI Business Parks (Hyderabad) Pvt Ltd.
Co-developer in M/s. TSIIC Limited IT/ITES SEZ, Nanakramguda
Village, Serilingampally Mandal, Rangareddy District
Telephone: 040-30882700

- iv) all Development Intellectual Property or Development Work made or conceived by you alone or with others, whether made or conceived during working hours utilizing premises or materials furnished by the Company or at other times with other materials.

You will at the Company's request, whether during the course of or after providing Services to the Company, do everything necessary, including signing all papers necessary or desirable to ensure that all Intellectual Property Rights assigned under this Agreement including such rights arising from the Development Intellectual Property or Development Work are vested exclusively in the Company or AVEVA Group or any AVEVA Group Company as the case may be, and to enable the Company or AVEVA Group or any AVEVA Group Company to, at its own expense, obtain in any part of the world, letters patent, design, copyright, or similar protection in respect of Intellectual Property Rights which belong to the Company or AVEVA Group or any AVEVA Group Company as the case may be including any such rights in respect of Development Intellectual Property or Development Work . You shall also, at the request and expense of the Company or AVEVA Group or any AVEVA Group Company, assist in the defence and prosecution in all countries of the said Intellectual Property Rights as may be required.

- 6.3 You consent to and authorise the Company or AVEVA Group or any AVEVA Group Company as the case may be, or its licensees or successors in title and any person authorised by it or its licensees or successors in title, to enjoy the full benefit of the assignment of rights in and to all Intellectual Property Rights, Development Intellectual Property and Development Work under this Agreement and to perform any acts or do any omissions which might otherwise amount to a breach of your Moral Rights in respect of such work.
- 6.4 For the purposes of this Agreement, "Moral Rights" shall mean any moral rights that you may have by operation of Section 57 of The Copyright Act 1957 as amended from time to time and under all similar legislation from time to time in force throughout the world in respect of any work or material made or conceived by you, the rights of which are assigned under this Agreement.
- 6.5 You shall not, during the course of providing Service to the Company, improperly use any confidential information or trade secrets of a former employer or a third party and have not brought and will not bring to the Company any materials or documents of a former employer or a third party that are not generally available to the public. You represent that your performance of all the terms of this Agreement does not and will not breach any agreement to keep in confidence information, knowledge or data acquired by you in confidence or in trust prior to providing Services to the Company.

7 Warranties

- 7.1 You warrant, represent and undertake as follows;
- a) You shall expend sufficient effort so as to make any works assigned under this Agreement that are subject to copyright, including such works created for purposes of and relating to the Development Work, original in character and the said works shall be reduced to material form;

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- b) the Intellectual Property Rights assigned under this Agreement, including the Development Intellectual Property, shall not be copied from any other works or materials and shall not incorporate the Intellectual Property Rights of any third party;
- c) the exercise or use by the Company or AVEVA Group or any AVEVA Group Company as the case may be, of the rights assigned to it under this Agreement does not and will not infringe the rights of any third party;
- d) you have not done, and shall not do nor agree to do, any of the following things without the prior written consent of the Company or AVEVA Group or any AVEVA Group Company as the case may be, if to do so would be inconsistent with the exercise of the rights granted to it under this Agreement, including:
 - i) grant or agree to grant to any third party, any rights to the Intellectual Property Rights assigned under this Agreement, including the Development Intellectual Property, or any improvements thereto; or
 - ii) assign, mortgage, charge or otherwise transfer to any third party any of the Intellectual Property Rights assigned under this Agreement, including the Development Intellectual Property, or any of its rights or obligations under this Agreement.

8 Security

- 8.1 You are required to comply with all security measures laid down by the Company from time to time.

9 Indemnities

- 9.1 You understand that breach of this Agreement could be detrimental to the Company or to AVEVA Group or to any AVEVA Group Company or to its or their customers or suppliers, or to your fellow employees collectively or individually, and that any such breach may lead to disciplinary action (including dismissal), civil proceedings for injunction and/or damages, and/or criminal prosecution.
- 9.2 You shall indemnify the Company for any loss, damages, costs and expenses arising out of or caused by any breach, non-observance or non-performance of any provisions of the Agreement by you, as explicitly proven, either during the course of providing Services to the Company or thereafter except for exemption as provided in paragraph 4.

10 Governing Law

- 10.1 The Agreement will be governed by and interpreted under the laws of India. The parties hereby agree to submit to the non-exclusive jurisdiction of the courts of India.

11 Miscellaneous

- 11.1 This Agreement supersedes any agreements and understandings previously made between parties relating to the subject matter hereof.

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- 11.2 The headings of the sections of this Agreement are for convenience only and shall not determine or limit the provisions hereof.
- 11.3 If any one or more of the provisions or any part thereof contained in this Agreement shall be invalid, illegal or unenforceable in any respect under any law applicable thereto, the validity, legality and enforceability of the remaining provisions or part thereof contained herein shall not in any way be affected or impaired thereby.
- 11.4 You hereby agree that breach of this Agreement will cause the Company irreparable damage for which recovery of monetary damages would be inadequate, and that the Company shall therefore be entitled to obtain timely injunctive relief under this Agreement, as well as such further relief as may be granted by a court of competent jurisdiction.
- 11.5 No right under this Agreement shall be deemed to be waived except by notice in writing signed by the party waiving the right. A waiver by any party in respect of any breach of a condition or provision of this Agreement will not be deemed to be a waiver in respect of any other breach or provision. Failure or delay by any party to enforce any provision of this Agreement shall not be deemed to be a waiver by that party in respect of any right thereof, or of any other such breach.

Please acknowledge your understanding and acceptance to the terms and conditions as stated in this Agreement by signing and returning a duplicate copy to us.

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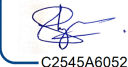
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Village, Serilingampally Mandal, Rangareddy District
Telephone: 040-30882700

SIGNATORIES

IN WITNESS WHEREOF each of the Parties has executed this Agreement, as of the day and year first above written.

SIGNED AND DELIVERED

For **AVEVA Solutions India LLP**

DocuSigned by:

C2545A60523244F...

Shhyaam Konka
Head of HR Services, India

ACCEPTANCE STATEMENT

I have read and understand, and agree to observe and to be bound by the terms and conditions as stated in this Confidentiality and Assignment of Rights Agreement.

Intern

DocuSigned by:

Signed: 9976D65181AD40E...

Name: Jagruthie Sadula

Date: 24 February 2023

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Telephone: 040-30882700



06/07/2023

Madhuri Duddula

H.No:- 5-43/1 Near Postoffice KamaReddy, Gudem village, Devaruppula mandal

Jangaon, Telangana 506302

India

Dear Madhuri,

Employment Offer Letter

It is my pleasure to offer you the position of Assoc Software QA Engineer within the ITSM QE, with ServiceNow Software Development India Private Limited (the "Company"), on the conditions set out below.

You will be based at Floor 17, Parcel 2, Phase-2, Survey 83/1, Argus Salarpuria Knowledge City, Raidurg Village, Serilingampally Mandal, Rangareddy Dist, Hyderabad – 500081 Telangana, India. Your manager and place of work may change from time to time depending on the needs of the organization and its ability to adapt to market conditions.

This letter summarises some of the headline points but the full details of your employment are documented in the letter of appointment (the "Employment Contract") which is enclosed for your information. Your start date has been tentatively scheduled for 06/26/2023. This offer letter should be read in conjunction with the Employment Contract.

Your annual base salary (total fixed compensation) will be INR 1,050,000.00 per annum, paid in monthly instalments into your bank in arrears on the last working day of each month or on such other date within such month as may otherwise be notified by the Company. The Company shall make such deductions from your remuneration as shall be required by law. The detailed breakup of the Cost to Company is annexed to this Offer Letter as an Annexure.

You will be eligible to participate in the Company's Corporate Incentive Bonus Plan (the "Bonus Plan") and your annual incentive bonus target of INR 105,000.00 which is 10% of your base salary, is payable based upon Company and individual performance. Your eligibility and compensation under the Bonus Plan will be governed under the terms of the Bonus Plan and applicable Company policy, as established from time to time. The payment of any bonus (if any) and its amount shall be at the absolute discretion of the Company. To be eligible to earn and/or receive a bonus payment, you must be actively employed by the Company on the bonus payment date and not have given or received notice of termination (whether lawfully or otherwise) on or before the bonus payment date. The Company reserves the right to review, amend or replace the Bonus Plan at any time. All eligible employees will be notified of such amendment.

You will receive a one-time payment of INR 150,000.00 (gross) to assist in your relocation from your current location to Hyderabad. Relocating requires a substantial investment by ServiceNow. Therefore, if you voluntarily terminate your employment or your employment is terminated by the Company for cause within 12 months of commencement of your employment, you will be required to repay ServiceNow the total gross amount of the Relocation Allowance. For the purpose of this agreement, "Cause" shall mean: (i) your failure to substantially perform your assigned duties, other than failure resulting from your death or complete incapacity due to physical or mental illness or



impairment; (ii) an act by you that constitutes misconduct and that may be, in ServiceNow's sole discretion, injurious in any way to ServiceNow; (iii) a material violation by you of any law or regulation relating to the business of ServiceNow; or (iv) a breach by you of the fiduciary duty to ServiceNow. In the event that the repayment is triggered, you agree to repay any and all amounts due within 10 calendar days following the termination of your employment and you hereby authorize the Company to withhold such amount from any amounts owed to you by the Company, to the extent legally permitted. You further agree to execute any documents and/or agreements necessary at the time the reimbursement is triggered to authorize the Company to withhold such amount from any amounts owed to you by the Company, to the extent legally permitted.

Sign-On Bonus (2 Installments)

Additionally, you will be eligible to earn a one-time sign-on bonus of INR 150,000.00 (gross) (the "Sign-On Bonus") subject to all applicable taxes and withholdings, provided that you complete one (1) year of employment with the Company. Sign On bonus will be paid in 2 instalments. The Company will advance the 1st payment of INR 50,000 to you within two (2) regular payroll periods following the completion of thirty (30) days of employment and the 2nd instalment of INR 100,000 will be paid in the 13th month of your employment. The Sign-On Bonus is being advanced to you by the Company and is not earned until you have completed one (1) year of employment with the Company. You understand and agree that if you voluntarily terminate your employment with the Company for any reason or your employment is terminated by the Company for gross misconduct prior to the completion of one (1) year of employment, you will be required to reimburse the Company the total gross amount of the Sign-On Bonus advanced to you. In the event the reimbursement is triggered, you agree to repay any and all amounts due within ten (10) calendar days following the termination of your employment and you hereby authorize the Company to withhold such amount from any amounts owed to you by the Company, to the extent legally permitted. You further agree to execute any documents and/or agreements necessary at the time the reimbursement is triggered to authorize the Company to withhold such amount from any amounts owed to you by the Company, to the extent legally permitted.

You shall be on a probationary period for the first 6 (six) months of employment and during this time your termination notice shall be two (2) weeks on either side. During the probationary period, the Company may terminate your services by paying you two (2) weeks' salary in lieu of notice. Thereafter, your notice period shall increase to one (1) month. After the probationary period, the Company may termination your services by paying you one (1) month's salary in lieu of notice.

You will be eligible for fifteen (15) days of paid annual leave. Your annual leave will accrue rateably from your date of hire. Any time off requires approval by your manager. The maximum period of vacation that may be taken at one time is 2 weeks. In addition to annual leave, you will be entitled to the paid national and festival holidays as declared by the Company.

You will be eligible for the following benefits over and above the annual base salary (total fixed compensation), detailed breakup of the benefits is mentioned in the Annexure:

- To participate in the Company's employee benefits program, which covers all employee benefits mandatory under various legislations in India including medical insurance cover and life & disability insurance cover, provident fund, gratuity, maternity benefits (only for female employees), etc. You shall be provided with full details, shortly after joining.



- As part of the benefits scheme, the Company will contribute to the Employee Provident Fund Scheme and will also provide all the necessary benefits, including Gratuity as per the prevailing legislation.
- Benefits, if any, which have not been mentioned specifically herein, will be communicated to you periodically by the Company;
- Provision of a company laptop.

This offer is conditional on the following:

- A copy of your picture page in your passport and the page with the permanent address;
- A copy of the Permanent Account Number (PAN) Card, issued by the Income Tax Authorities in India;
- A copy of all the testimonials and certificates;
- Copy of last pay slip, relieving letter / acceptance of resignation from your current employer;
- You will provide a copy of Form 16 to the Company as soon as you receive the same from your previous employer. The onus of providing Form 16 will rest upon you and not on the Company;
- You have disclosed details of post-termination restrictive covenants from previous employer which may affect your ability to either accept the offer of employment or perform the role that you have been offered with the Company.
- You signing and returning to us, a copy of this offer letter together with the Employment Contract before you begin your employment with the Company.
- The Company receiving two references from former employers (one of which must be from your current employer) which it considers satisfactory.
- You complete and pass a standard background check, via a third party background checking agency, which will be provided with your CV and contact details, on acceptance of this offer.

This offer may be withdrawn, if any, of the above conditions are not satisfied.

By accepting this offer, you confirm that you are able to accept this job and carry out the work that it would involve without breaching any legal restrictions on your activities. Once you begin your employment with the Company, you agree to adhere to all its policies, procedures, guidelines and work instructions.

I very much hope that you will accept this offer of employment. If you wish to do so, please sign copies of this letter and the enclosed contract of employment and return to Ramesh Mudigiri by email at ramesh.mudhigiri@servicenow.com. This offer is open for you to accept until 10/27/2023, at which time it will be deemed to be withdrawn.

We greatly look forward to you joining the ServiceNow team and feel confident you can look forward to a rewarding career with the Company!

Yours sincerely,

For ServiceNow Software Development India Pvt. Ltd

Ilango AP



Director, India HR

I, **Madhuri Duddula**, accept this position as offered and agree to all the terms and conditions described herein:

DocuSigned by:

Madhuri Duddula

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June 8, 2023 | 00:51:55 PDT

Signature

Date



PRIVATE AND CONFIDENTIAL

January 18, 2023

Sathvika Nagelli
55-2-76 Bheemaram HasanparthyWarangal, Telangana 506015
India

Dear Sathvika Nagelli,

It is indeed a pleasure to welcome you to **PepsiCo Global Business Services India LLP** ("The Organization") as an integral member of the team. We look forward to working together towards achieving PepsiCo's vision, to be the global leader in convenient foods and beverages by winning with purpose.

This is to confirm our offer to you for the position of **Graduate Engineering Trainee - IT**, to be based at **Hyderabad** -IND. Please find enclosed a copy of our offer to join. Please review the same and agree to the terms & conditions stated online, once you join us, for our records.

Please do not hesitate to contact us if there is anything we can do to ensure that your transition to our Organization is as smooth as possible.

Regards,

A handwritten signature in blue ink that reads "Avantika Susan Nigam".

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,

Telangana 500075. Tel: +91 40 7136 9000



January 18, 2023

Sathvika Nagelli
55-2-76 Bheemaram HasanparthyWarangal, Telangana 506015
India

Dear Sathvika,

We are pleased to confirm our offer to join “**PepsiCo Global Business Services India LLP**” (“The Organization”) as a **Graduate Engineering Trainee - IT**. The primary terms and conditions are as follows:

Your appointment will be effective from the date of joining which shall not be later than **August 7, 2023** and you are being employed to work from and report to our office unit on 15th Floor, Tower B in Special Economic Zone located at SY No 107, Laxmi Infobahn, Kokapet, Hyderabad, Telangana- 500075 on the Joining Date.

1. Place of Work:

On joining, you will be required to relocate to Hyderabad or to any place within commuting distance of the office within 30 day’s of the Joining Date. During the course of your employment with the Organization, your services are liable to be transferred, seconded or deputed to any of the divisions, branches or companies belonging to, or affiliated to, or associated with the Organization either existing as of date or which may come up in future from time to time. Such transfer, secondment or deputation may be within India or overseas. It is further clarified that except the relocation expenses and transport benefits (as per policy) offered by the Organization, all other expenses for to and fro office will be borne by the employee.

2. Compensation and Allowances:

The Total Fixed Pay offered to you is INR **985,817.00** per annum. This includes statutory retirals. The Target Variable pay offered to you is INR **91,953.00** and the pay-out is subject to your meeting the performance criteria as per the organization’s annual bonus policy. The details of the compensation offered are attached in Annexure A.

In the event that, prior to your first anniversary of your Date of Joining, you resign from your employment for any reason or your employment is terminated by the Organization for reasons detailed under this Appointment letter (i) you will be entitled to retain only that portion of the sign-on cash bonus determined by multiplying the sign-on-cash bonus by a fraction, the numerator of which will be the number of whole months that have elapsed from your Start Date to your termination date and the denominator of which will be 12

(such amount, the “Earned sign-on cash bonus”), (ii) you will promptly repay PepsiCo any portion of the sign-on cash bonus already paid to the extent it exceeds the Earned sign-on cash bonus and (iii) you will forfeit any unpaid portion of the sign-on cash bonus.

3. Medical:

You and your immediate family members, consisting of spouse, dependent children, will be covered under the Organization medical scheme on any hospitalization subject to a limit of Rs. 4,00,000 (governed by the Medical Insurance Policy.)

4. Annual Leave:

You are entitled to Annual leave in accordance with Organization policy.

5. Termination:

Your services with the Organization can be terminated by either side, without assigning any reason, by giving 60 (sixty) days’ notice in writing (“Notice Period”). Upon resignation, you will be required to serve the full Notice Period. Any leave taken during Notice Period will be added to the Notice Period. The Organization reserves the right to terminate employment of an employee, for any reason whatsoever, by giving notice as applicable or ‘Basic Pay’ in lieu of the notice period as applicable, for the level. In case of gross misconduct, negligence, fraud, embezzlement or misappropriation, employment may be terminated by the Organization forthwith without any notice or compensation in lieu thereof.

6. Non-Disclosure:

You acknowledge and agree that unauthorized disclosure of the confidential information or trade secrets of the Organization or any of its affiliates would cause irreparable loss and damage to Organization, and that you shall, besides being liable to be terminated of your employment on this account, will also be liable to be proceeded against for such relief, including but not limited to, damages.

7. Non-Compete:

In signing this Offer and Appointment letter, you agree that during the period of twelve (12) months following the termination of this agreement, you shall not:

- (a) Provide services for or be employed by, whether as an employee, director, consultant or otherwise, any entity that materially competes with beverage or snacks business of the Organization, or any entity associated or affiliated with the above businesses, in the U.S., India, Thailand, or any other countries with respect to which you have performed services for the Organization or any of its affiliates.
- (b) Solicit or endeavor to entice away from the Organization or any of its affiliates any employee, or any other person engaged by the Organization or its affiliates, (whether or not such a person would commit any breach of contract by reason of leaving the service of the Organization or its affiliates), or any customer of the Organization or its affiliates.
- (c) Disclose to any unauthorized person or persons or misuse confidential information or trade secrets of the Organization or any of its affiliates.

8. Termination Payments:

As consideration for the Organization paying your relocation expenses, notice period, sign on cash bonus if any, or any other incidental expenses, you agree that if you voluntarily leave the Organization to join another Organization within a period of twelve (12) months, then as per the Organization's policy/ies, you will be required to repay the Organization such expenses or allowances, as applicable. Further, you understand and agree that any amount you owe the Organization, for whatever reason (including amounts related to the repayment of relocation expenses or allowances), at the time you terminate your employment will be deducted, in whole or in part, from your last pay check(s) and/or expenses reimbursement.

9. Governing Laws:

Your right to any compensation or benefit referenced in this Appointment letter will be determined under the terms of the applicable plan or program. In the event of a dispute, this Offer and Appointment letter shall, for all purposes, be governed and construed in accordance with the law of India, without reference to principles of conflicts of laws.

10. Retirement:

You will retire from services of the Organization on the day you complete the age of 60 years or such age as decided by the Organization from time to time.

11. Safety:

The employee agrees that during the term of Appointment, he shall comply with the safety policy / norms prescribed by the Organization from time to time. In case of non-compliance / breach of any terms and conditions of the safety policy/norms, the Organization shall be entitled to take such action as deemed fit by the Organization and/or as per applicable law, including termination of the employment with the Organization.

12. Code of Conduct:

You will adhere, at all times, to the Organization's Code of Conduct, all Organization policies and to the laws and regulations of any country in which you work.

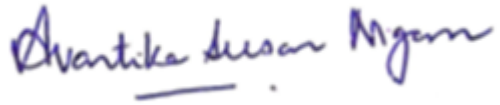
13. The Organization conducts background checks on all new employees. All employment confirmation is subject to satisfactory completion of the background verification.

14. Acceptance:

You have read, understood and accepted the conditions of your employment outlined above. By clicking "Accept" at the next prompt, you will be electronically accepting the terms and conditions of this Letter of Understanding, thereby acknowledging and confirming that you have read and understand the terms and conditions contained herein. You thereby agree to all of the terms and conditions contained therein, including any additional policies, agreements, and addendums located on pages following this signed letter. Furthermore, you are aware that by affixing your electronic signature, it is a legally binding equivalent of your handwritten signature and that in future you may not repudiate the meaning of your electronic signature.

We are happy to welcome you to our Organization and look forward to you building a mutually beneficial long-term association with the Organization.

Regards,



Avantika Susan Nigam
Head of HR

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

***(This entity is registered with Limited Liability)* LLP Identification Number: AAO-6786**

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,
Telangana 500075. Tel: +91 40 7136 9000



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ANNEXURE A

Name of Candidate: Sathvika Nagelli

External Title – Function: Graduate Engineering Trainee-IT

DOJ: August 7, 2023

Component	Details/Linkage	Amounts in INR p.a.
Basic Salary	Basic Pay is 40% of GBS Fixed Pay	INR Rs394,327.00
Flexible Compensation	This amount can be apportioned to HRA, LTA, NPS, Telecom Reimbursement and other components as per employee choice	INR Rs525,204.00
GBS Base Pay	Annual Guaranteed Cash	INR Rs919,531.00/Yr.
Provident Fund (PF) - Employer Contribution	12% of Basic	INR Rs47,319.00
Gratuity	4.81% of Basic	INR Rs18,967.00
GBS Fixed Pay	Sum of all components above	INR Rs985,817.00
Annual Bonus	Performance linked payout Annual payment for the year is pro-rated basis the month of joining for employees joining before 1st Oct and joiners on 2nd Oct and after are not eligible for that year's bonus	INR Rs91,953.00
GBS Total Cost to Company	Sum of PepsiCo Fixed Pay & Variable Pay	INR Rs1,077,770.00

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Deloitte Consulting India Private Limited
Salarpuria Softzone, Sy. No. 80/1, 81/1 & 81/2,
Bellandur Village, Varthur Hobli, Bengaluru South Taluk,
Outer Ring Road, Bengaluru – 560103, India

Tel: +91 080 6755 5000/ +91 080 6755 4000
www.deloitte.com

May 30, 2023

Ms. Gaddala Sneha
H.No: 3-10, Sc Colony, Lingapoor,
Siddipet, 506367
India

Subject: Offer of Employment

Dear Gaddala Sneha:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst** based in **Bengaluru**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **July 3, 2023**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 600,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **July 3, 2023**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **July 3, 2023**, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within pre-defined boundary if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:00 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Gurugram and Bengaluru.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Gaddala, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited
Best regards,

DocuSigned by:
Pooja Madhavi
63848E76D79643C...
By: _____
Signature

Authorized Signatory

Acceptance

I, **Gaddala**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

DocuSigned by:
G. Sneha
72EB6CD7D3FD4DB...
Signature _____

May 30, 2023
Date _____



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.05.30 06:44:53 -07:00

To

Date: 4th January, 2023

Varsha

Subject: Internship Offer Letter

Dear Varsha

In reference to your application, we would like to congratulate you on being selected for an internship with the Intellipaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **23rd January, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is **6** days a week.
- Your first month's salary(30Days Salary)will be dispersed along with your **4th** month's salary.
- During this Internship, you are eligible to get up to **Rs 200,000/-** as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at Intellipaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve **30** days of notice period without fail, or else the management of Intellipaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be **Rs 900,000 INR**.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

Again, congratulations and we look forward to working with you.

Yours truly,

For Intellipaat Software Solutions Private Limited



Dewaker Singh Bisht
Director - Human Resources

Intellipaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068



September 28, 2023

ID number: 1232394113
Valid only for 2024 spring
Residency status: International

Aakash Koneru
5-44 - 4 - G5, F N G-5, Sai Ra
Gangasthan Enclave, Doolapally
Medchal TG 500014
India

Dear Aakash Koneru,

Congratulations! I am pleased to inform you of your admission to Arizona State University to study in the Electrical Engineering (MSE) program in the Ira A. Fulton Schools of Engineering, offered at the ASU Tempe campus for the 2024 spring semester.

Important: For detailed information regarding I-20 requirements, including necessary forms and deadlines, go to the International Admission Services website at admission.asu.edu/international/student-visa. To monitor the progress of your I-20, view the I-20 Tracker in my.asu.edu.

Proof of MMR immunization is required. For MMR immunization requirements, please refer to your **Priority Tasks** on My ASU.

To maximize the many resources available to you, please familiarize yourself with My ASU, your personalized online student information and services resource. You can access this page at my.asu.edu by logging in with your new ASURITE User ID and password.

ASU and the Electrical Engineering (MSE) program are committed to assisting you in your exploration of the immense resources and opportunities available to you here. For additional information, you may contact your department at askee@asu.edu or at 480-965-3424.

ASU embraces integrity in all scholarships, research and creative endeavors. It is our expectation that you will review and abide by ASU's policies related to academic and research integrity at provost.asu.edu/academicintegrity and researchintegrity.asu.edu.

As a New American University, ASU believes your education should be transformative not only for you, but also for society. I encourage you to learn more about what this means to you by visiting newamericanuniversity.asu.edu. I also recommend you go to yourfuture.asu.edu/culture to watch a brief video and find out how current students describe being part of the ASU community.

We look forward to you joining the ASU family, and I wish you success in your graduate studies here.

Sincerely,

A handwritten signature in black ink, appearing to read 'Elizabeth A. Wentz'.

Elizabeth A. Wentz
Vice Provost and Dean, Graduate College

Graduate College

P.O. Box 8701004 Tempe AZ 85287-1004
p: 480-965-7788 f: 480-965-5159 web: www.graduate.asu.edu

(4)

Mr. Aditya Vardhan Bandike, Malakpet - 500036.

Please report for the Corporate Orientation Program commencing on **Thursday, 21st September 2023** at **8.45 a.m.** at the following venue:

Godrej & Boyce Mfg. Co. Ltd.
Room No.317, Plant 13 Annexe, 3rd Floor
Pirojshanagar, Vikhroli East, Mumbai 400 079.

Please bring the following with you, when you report for the Corporate Orientation Program:

- All certificates and marksheet in original pertaining to your educational qualification, along with one set of photocopies (S.S.C. or School Leaving Certificate to be submitted as documentary evidence for date of birth).
- Three passport size photographs (in professional attire)
- Photocopy of PAN Card and Aadhar Card.
- Letter from your present/last employer confirming that you have been relieved from their service (only if applicable).
- Original Service Agreement (made on a stamp paper of value Rs.200/-) duly signed by you and your guarantor in all the pages.
- Copy of Final Vaccination Certificate, if not given earlier.

Any dispute, differences or disagreement arising out of the terms & conditions of this Offer Letter & the Service Agreement entered by you with the Company shall be referred to a Sole Arbitrator nominated by the Company under the provisions of Arbitration & Conciliation Act, 1996, whose decision shall be final and binding. The language of the Arbitration shall be English and the location of the same shall be in Vikhroli, Mumbai.

Please email us a scanned copy of last page (i.e., Page no. 4) of the offer letter with your signature as a token of your acceptance of its terms & conditions, within two days of receipt of this email.

We look forward to your joining Team Godrej for a bright and prosperous career with us.

Yours truly,

For Godrej & Boyce Mfg. Co. Ltd.



Harpreet Kaur
Senior Vice President & Head-
Corporate Personnel & Administration

Encl.: As above

I have gone through the terms and conditions of the aforesaid Offer Letter and the Service Agreement. I hereby agree to abide by the same. I will report for the Corporate Orientation Program on _____.

Signature: _____ Date: _____ Mobile Number: _____



RACE AHEAD IN LIFE

Getting ahead in life may mean many different things to different people.
At CtrlS for us, it's about dreaming big and making it big.
It's about being successful while having fun.
It's something that's derived from constant practice, learning, and growth.

Welcome to CtrlS !

ENJOY THE RIDE !



29 Oct 2022

To,

Danda Akash Reddy,
Hyderabad.

OFFER LETTER

Dear **Danda Akash Reddy,**

Please refer to your application and the subsequent interview with us. We are happy to inform you that you have been selected by us for the position of “**Associate Engineer**” at “**CtrlS Datacenters Ltd.**”

We are, therefore, pleased to appoint you in the permanent employment of this Company on the following general terms and conditions of employment.

1. During the training period, you will receive Rs. 10,000 (Ten Thousand rupees only) as stipend per month. Upon completion of your training period, your consolidated salary is **Rs.600000/- p.a.**, (Six Lakh Rupees Only) and other emoluments will be as per **Appx 'A'**.
2. During your employment with this company, you will be bound by such rules and regulations at any time, and also by such legal requirements as may be applicable. You are expected to give to the company, your best efforts, attention and commitment. You are explicitly advised to refrain from any such activity, whether for monetary or any other considerations, as may become in our opinion, a hindrance to your performance.
3. You are, by virtue of employment with this company, required to do work allied, ancillary or related to incidental to the main job. Similarly, you may be asked to do any other job within your competence as judged by the company, depending upon the exigencies of the situation.
4. During the course of your employment with us, you will come in possession of the knowledge of the trade and methods of the business. It is essential that you under take to maintain total secrecy about all the information, knowledge, or such other matters. You shall not by yourself or through others, allow the same to be used in any manner detrimental to this company either during your employment or thereafter.

5. You would report to your seniors or as assigned by the management from time to time during your employment. You would be responsible for all the objectives/targets set in accordance with your reporting authorities, which are considered for evaluation of your probation period for **Six** months.
6. Your appointment and the employment will be subject to your being and remaining **medically fit**. It is necessary for you to get medically examined, as and when required by the company.
7. Your employment is substantially based on the information provided by you. If, it is found that the information provided by you are incorrect or that some information is suppressed, then your employment is liable for summary termination.
8. The contract of employment can be terminated by either Party, without cause, by giving to the other Party 3 months' notice, in writing, of its intention to do so. The Company may, at its sole discretion, waive the whole or part of the notice period. In the event the employee is on probation, and his/her employment has not been confirmed, the contract of employment can be terminated by either Party by giving to the other Party a notice of 1 month, in writing, of its intention to do so or by tendering a sum equivalent to 1 month salary, in lieu thereof.
9. Your employment at the company could be terminated for cause, upon immediate written notice to you, if there is any kind of:
 - (a) Illegal activity - relating to work or not - harming the reputation of the company.
 - (b) Indecent behavior with colleagues, customers or suppliers.
 - (c) Personal bankruptcy / insolvency.
 - (d) Refusal to do any lawful work assigned by the company.
 - (e) Absenteeism.
 - (f) Willful neglect of work.
 - (g) Repeated insubordination or violation of employment rules.
 - (h) Undisclosed conflict of interest.
 - (i) Financial irregularity with respect to expenses incurred or reimbursed by the Company.
 - (j) Corporate espionage
10. You hereby covenant, undertake and agree that during the term of your employment and for a period of 1 year following the termination of the employment, thereafter, you shall not on your own or together with any Person, directly or indirectly:
 - (i) Solicit or take away from the Company or attempt to solicit or take away, the business of any customers or any potential customer with whom you have dealt during the employment with the Company, any other related parties or clients of the Company who have been customers or clients of the Company.
 - (ii) Solicit or entice away or attempt to solicit or entice away any person who at any time during such period shall have been a director, officer, employee or associate of the Company. Be directly or indirectly interested, concerned, or engaged as principal or partner or director, agent or employee, assistant, consultant, advisor or contractor in any other capacity in any business whether for profit or otherwise relating to Internet Data Center Solutions, Internet Services or such fields which is in direct competition with the business of the Company or any business contemplated by the Company, in any geographical area within India.

11. On ceasing to be in the employment of this company for any reason, you will promptly settle all accounts including the return of all Company properties, tools, equipment, documents, etc., without making or retaining any copies.
12. Your growth in this company depends, among other factors, primarily upon contribution, dedication, sincerity and initiative.
13. You are requested to submit the documents as intimated by the “HRD Department”, at the time of joining.
14. You will receive your job profile in due course of time.
15. Please acknowledge and confirm your acceptance of the terms and conditions mentioned in this letter.

We welcome you, and look forward to many years of mutually rewarding and beneficial association. Hope that you work with much more enthusiasm and dedication in your future to come out with stupendous performance

Yours truly,
For **CtrlS Datacenters Ltd.**

P Rajani Reddy
Authorized Signatory

WAYNE STATE
UNIVERSITY
GRADUATE SCHOOL

October 16, 2023

Aravind Rao Vodnala
H.No:2-69 Wallampahad
Karimnagar, Telangana 505001
India

Dear Mr. Aravind Rao Vodnala,

Congratulations, it gives me great pleasure to inform you that your application has been approved for admission with Out-of-State Tuition to the Data Science and Business Analytics - MS Business program in the Mike Ilitch School of Business at Wayne State University for the Winter 2024 semester. Enrollment beyond your first academic term is contingent upon submission of any outstanding admission items detailed on your [application status page](#).

By enrolling at Wayne State, you will be joining a premier research university that combines academic excellence with the unique experience of living and studying in an urban environment. The Carnegie Foundation for Advancement of Teaching designates Wayne State in its highest research category, a distinction held by 3.6 percent of U.S. institutions of higher education. This means that our faculty, programs and research initiatives are at the forefront of their disciplines.

Check the [registrar's calendar](#) to see if the schedule of classes has been posted online and if registration for your term has started. Once the [Class Schedule](#) is available you can explore the courses your program is offering, and then consult with your program to determine the best selection of courses for you. If registration is available, you may enroll in classes at any time up to 30 days before they begin; after that point, you will not be able to add or drop any classes until you arrive on campus. Once you are able to register, simply logon to our intranet, [Academica](#), using your Access ID (**hs4074**) and password (**004987392**). Your password must be changed after your first login. If you have previously received an Access ID, you may need to re-set your password. For assistance, visit the [CIT Help Desk](#).

Please remember: Your admission is valid only for the Winter 2024 semester. If you do not validate your admission by registering for classes for the term offered in this letter, you will need to reapply for a subsequent semester to be reconsidered by your intended academic program.

The [Office of International Students and Scholars \(OISS\)](#) handles the entire I-20 procedure. Your I-20 will be processed within 7-10 business days, and you will receive via email mail within 7-10 business days after processing if all documents necessary to issue the I20 have be uploaded in the application portal. Please login to application and view your [application status page](#) for the list of outstanding items. You can check the status online, but please contact OISS if you have additional questions regarding your I-20.

When you arrive in Detroit, you will need to check in with the [Office of International Students and Scholars \(OISS\)](#) and attend an orientation program. You will also need to finalize [housing](#) arrangements, and pay fees before beginning graduate coursework. The OISS will contact you with instructions on check-in procedures.

If you have any questions or need assistance, please feel free to contact the [Office of Graduate Admissions](#).

We welcome you to the Warrior family!

Sincerely,



Sherry E. Quinn
Director, Graduate Admissions



13 December, 2023

To,
Chaitanya Sai Srikrishna Jonnadula
H No.:8-28/201,sampada residency Ncl Enclave south,
Jeedimetla, Hyderabad-500067

Dear Chaitanya,

We are pleased to extend an offer of employment to join **Prodapt Solutions Private Limited**, herein referred as Prodapt, as- Software Engineer at our offices in Prodapt India

As previously discussed with you during the interview process, this position is primarily for your employment in India, and both domestic and international travel may be expected from you. Your initial place of employment will be Hyderabad.

We would like you to start work on **15 December, 2023** or earlier, if at all possible, and your employment conditions are as follows:

1. Salary: Your starting salary and allowances will be at the rate of **INR ₹550,000.00/Annually**, as identified in Schedule A;

You are eligible for a one time Joining Bonus of **INR 50,000.00**. You will have to pay back the Joining Bonus amount credited in case if you initiated resignation within 12 months of your joining with us.

This offer is valid for a period of five (5) days from the date of this letter within which period of time you must accept the same, in writing. **This offer is also conditional upon receipt of the documents listed below no later than the day your employment with the company commences.**

Please note that you must present the original documents for verification purposes:

1. Signed copy of the hiring letter and Employment Agreement
2. Permanent Account Number (PAN) card or copy of PAN application
3. Relieving certificate from your former employer
4. Duly attested copy of birth certificate/school leaving certificate for verification of personal data OR duly attested photocopy of the relevant pages of your passport evidencing details such as date of birth, place of residence, photograph, etc.
5. Duly attested copies of academic and professional certificates

6. One soft copy of passport size photograph with white background
7. Last drawn pay slip or compensation page from last employer
8. Photocopies of passport

You must present a PAN card or a copy of PAN application in order to commence employment with Prodapt

Your acceptance of this letter requires that you begin employment within the agreed date of acceptance. If for whatever reason you are unable to join within the agreed date, you must contact the undersigned immediately to arrive at a mutually convenient date. Failure to accept the offer or failure to report to work in the stated or agreed timeline with the required documentation, as listed in item 2 above, will result in an automatic withdrawal of this offer and employment cannot commence unless changes to stated timeline are specifically approved by the undersigned.

Your employment is subject to the company rules, policies and regulations, which may be amended from time to time, at the sole discretion of Prodapt Solutions.

Prodapt's standard working week is 45 hours and will generally be between the hours of 9:15 am to 6:15 pm Monday to Friday, including 1 hour for lunch. As a professional, you will be expected to work the hours per week necessary for the successful conclusion of your assigned tasks and to meet all required deadlines.

Your individual compensation package is confidential between you and the company and should not be disclosed to any person or entity without the prior written consent of Prodapt.

Information relating to company secrets, inventions, Intellectual Capital, ideas, etc., is confidential and will be protected by you to safeguard Prodapt's business interests.

Your employment is conditional to your signing the detailed employment agreement that is attached with this offer letter. This consists of: Protection of company confidential information; non-compete and non-solicitation conditions; general terms and conditions relating to employment.

Any falsification of information you provide in your job application, or concealment of material facts, or disclosure of your employment terms to other employees either directly or indirectly shall result in immediate termination of your services.

Prodapt has the right to transfer your employment or services to any affiliate, group entity or any lawful transferee/assignee of Prodapt's business, subject to compliance with applicable laws.

Please notify Prodapt of your acceptance of the terms and conditions of this offer of employment as stated in the offer letter and employment agreement via email to your recruiter and the HR Team at dl-oba@prodapt.com.

On your first day of employment with us, you should also bring a signed copy of this letter and the employment agreement with you.

Prodapt is a rapidly growing organization and we seek to attract and retain the most talented professionals whose contributions will make a significant difference in our success. We look forward to working with you.

Yours sincerely,



Lavanya Nandakumar
Vice President - Global Talent Acquisition

For and on behalf of Prodapt Solutions Private Limited

I accept the offer of employment at Prodapt Solutions Private Ltd. on the terms and conditions described above.

Signature: _____ Date: _____

My proposed start date will be on: _____

Schedule A – Salary & Allowances

Employee's Name	Chaitanya Sai Srikrishna Jonnadula	
Position	Software Engineer	
Grade	P2	
Components	Annualized Value	Monthly Value
"A" Fixed		
Basic Pay	INR 220,000.00/Yr.	INR 18,333.00/Mo.
House Rent Allowance	INR 110,000.00	INR 9,167.00
"B" Flexible		
Special Allowance	INR 176,518.00	INR 14,710.00
"C" Retiral Benefits		
Employer Provident Fund	INR 26,400.00	INR 2,200.00
Gratuity	INR 10,582.00	INR 882.00
"D" Bonus		
Bonus*	-	-
"E" Annual Component		
Health Insurance	INR 6,500.00	INR 542.00
Total Cost to Company : Total (A+B+C+D+E)	INR 550,000.00	INR 45,834.00

Note:

Special Allowance is a flexible component. Employee can reduce the special allowance to avail the tax benefit and get it as a re-imbusement for Expenses by producing the bills such as Telephone and Car Maintenance. Medical Insurance coverage will be eligible for your parents, spouse & two children.

Re-imbusement amount can be fixed with Finance Department.

No need to Produce bills for Lunch Coupons.

*Bonus will be paid once in a quarter.

EMPLOYMENT AGREEMENT

AGREEMENT made this 13 December, 2023, between, Chaitanya Jonnadula , a citizen of India having place of residence in Hyderabad (“Employee”) and Prodapt Solutions Private Limited, a company incorporated in India (“Prodapt”).

In consideration of Employee’s employment or continued employment by Prodapt, Employee’s wages or salary and other benefits in compensation of Employee’s services, and the other mutual covenants and agreements contained herein, and in lieu of any prior agreement or correspondence, the Employee and Prodapt agree as follows:

1. Employment:

Employee agrees to use their best efforts and abilities to promote the interests of Prodapt. Subject to the terms and conditions of this agreement, Prodapt hereby agrees to employ Employee as further defined in this agreement. Except as provided in this agreement, Prodapt agrees to pay Employee’s salary, at the rate agreed to from time to time, and to confer upon Employee PRODAPT’s standard agreement.

PRODAPT has the right to transfer the employment or services of the Employee to any affiliate or group entity or any lawful transferee//assignee of PRODAPT’s business, subject to compliance with applicable laws. However, the Employee does not have any right to seek employment in any affiliate or group entity of PRODAPT, on any ground whatsoever.

The Employee shall be entitled to such number and dates of mandatory holidays as are prescribed by PRODAPT from time to time.

2. Probation Period:

Employee will be on probation for Six months, at the end of the probation period, Unless and until the organization comes back with an extension of the probation, Your services will be deemed to be confirmed. Also, during the probation period the company will be entitled to discontinue your services with immediate effect in case your performance is not found satisfactory.

3. Inventions:

As used herein, “Inventions” means discoveries, improvements and ideas (whether or not shown or described in writing or reduced to practice) and works of authorship, whether or not patentable or copyrightable or otherwise protectable under any law in India or in any other country, or in respect of which PRODAPT enjoys, is entitled to enjoy or may enjoy rights, and which is registered or unregistered, (i) which relate directly to the business of PRODAPT or any other group or affiliate companies, (ii) which relate to the PRODAPT’s actual or demonstrably anticipated research or development. This section does not apply

to any invention developed by Employee prior to Employee's employment by PRODAPT, provided that such invention is listed and described in an exhibit attached to and made part of this agreement.

With respect to inventions made, authored or conceived by Employee, either solely or jointly with others, during Employee's employment, whether or not during normal working hours and whether or not at PRODAPT's premises, Employee acknowledges and agrees that the present agreement being a contract for service the Company owns all copyright and other rights thereto. Employee further agrees that it will (i) keep accurate, complete and timely records of such inventions, which records shall be PRODAPT's property and be retained on PRODAPT's premises; (ii) promptly and fully disclose and describe such inventions in writing to PRODAPT; (iii) assign, and does hereby assign, copyrights, and applications therefore with respect to such inventions; and (iv) acknowledge and deliver promptly to PRODAPT (without charge to PRODAPT but at the expense of PRODAPT) such written instruments and so such other acts as may be necessary in the opinion of PRODAPT to obtain and preserve such property rights and to vest the entire right and title thereto in PRODAPT.

Employee will cooperate with PRODAPT in the execution of any documents which affect the assignment/transfer of inventions or rights thereto which may be required by PRODAPT clients or other third party, provided that such requirement is no broader than the requirements of Section 2 above.

4. Confidential Information:

During the term of Employee's employment by PRODAPT and any time thereafter, except in the course of performing Employee's employment duties for PRODAPT, the Employee will not use, disclose, reveal or report any confidential information of PRODAPT's past or current clients, or of other parties which have disclosed confidential or proprietary information to PRODAPT. As used herein, "confidential information" means information not generally known that is proprietary to PRODAPT, its clients or other parties, including but not limited to information about any clients, prospective clients, sales proposals, employees, processes, operations, products, services, organization, research, development, accounting, marketing, applications, selling, servicing, finance, business systems, computer systems, software systems and techniques. All information disclosed to Employee, or to which Employee obtains access, whether originated by Employee or by others, which Employee has reasonable basis to believe to be confidential information, or which is treated by PRODAPT or its clients or other parties as being confidential information, shall be presumed to be confidential information.

Employee will cooperate with PRODAPT in the execution of any personal confidentiality agreement, which may be required by a PRODAPT client or other third party, provided that such agreement is no broader in its provisions to the requirements of Section 3 above.

5. No Solicitation; Prohibition on Transacting Business:

As a material consideration for Company's entering into this Agreement, you agree that while you are employed by Company, and for a period of two years commencing on the

termination of your employment for any reason whatsoever (or for no reason), neither you nor any person or entity controlled by you shall, directly or indirectly,

a) solicit or aid in the solicitation for employment or the provision of services (including but not limited to as an agent, contractor or consultant) any person employed by, or serving as an agent, contractor or consultant to, Company or its successors or assigns including, without limitation, individuals employed or serving as technicians, sales employees or in administration or management;

b) solicit or aid in the solicitation of any Customer of Company with whom you worked or had regular contact, or on whose account you worked at any time during the two years preceding the your termination;

c) solicit or aid in the solicitation of any individual or entity which you know or has reason to know was a Customer Prospect or Customer Suspect during the two years preceding the your termination; or

d) transact business with a Customer either on your own behalf or on behalf of another person or entity other than the Company.

6. Non-Compete:

To protect the Company's business interests and maintain the secrecy of its confidential and proprietary information you agree that for two years after leaving the services of the Company, you will not work for any of the Company's, its associate's, affiliate's, successor's, assign's, subsidiary's or principal contractor's customers and / or competitors without specific written approval from Company. Prodapt will not unduly withhold such approval.

7. Background Verification:

The Company reserves the right to conduct a background check of its employees, and your employment maybe conditioned on satisfactory results. The Employee hereby consents to the conducting of a background check by Company and/or Company's agents, customer and/or client to the full extent permitted by law during the term of employment. Such a background check may include, but shall not be limited to educational qualifications, previous employment records, contacting past employers, criminal records and conducting an identity check criminal record check, drug and/or alcohol screening, etc. Employment under this Agreement is conditioned upon satisfactory verification of the above mentioned background checks.

The Employee agrees not to hold Company and/or its agent(s), customer(s) and/or client(s) liable for any claims in connection with such checking or testing or the reporting of the results thereof to Company.

8. Return of PRODAPT Property

Upon termination of employment, the Employee shall return to PRODAPT all copies of any confidential information (whether in paper, electronic or any other form) and all hardware, software, books, documentation, files, keys, keycards, company credit cards, mobile phones, visiting cards, records, lists and any other information or property owned by PRODAPT within Employee's possession or control, including copies thereof.

9. Injunctive Relief:

In the event of a breach or threatened breach of Sections 2, 3, 4 or 5 by Employee, PRODAPT shall be entitled, without posting of a bond, to an injunction restraining such breach, an accounting and repayment of profits, compensation, commission, remuneration or other benefits that Employee, directly or indirectly, may realize as a result of such violation and to reimbursement of any attorney's fees and costs incurred by PRODAPT as a result of such breach. Nothing herein shall be construed as prohibiting PRODAPT from pursuing any other statutory or common law remedy available to it for such breach.

10. Term:

10.1 Employment under this agreement may be terminable by PRODAPT with a minimum of 90 days prior notice to Employee.

10.2 Employment under this agreement may be terminable by Employee with a minimum of 90 days prior notice to PRODAPT. This is also applicable for employees under probation.

10.3 For purposes of this agreement, cause means criminal activity, dishonesty, negligence, or breach of the Employee's fiduciary duties to PRODAPT, breach or non-observance of the terms of this agreement or failure to perform duties to the standards laid down by PRODAPT.

10.4 Absence of a continuous period of three (3) days without prior approval of your superior, including overstay of the leave/training, would be treated as abandonment of service.

Sections 2 through 8 of this agreement shall survive termination of employment.

11. General Provisions

This agreement may be assigned by PRODAPT and shall inure to the benefit of PRODAPT's successors and assigns. If any term, provision, covenant or agreement hereof is held by a court to be invalid, void or unenforceable, the remainder of the terms hereof shall remain in full force and effect and shall in no way be affected, impaired or invalidated. This agreement shall be governed by and construed in accordance with the laws of India and in the event of any dispute or difference, the courts at Chennai shall have exclusive jurisdiction. This agreement contains the entire contract between the parties. All prior agreements between the parties regarding such matters or Employee's employment are superseded hereby and terminated.

In witness whereof, the undersigned have executed this agreement as of 13 December, 2023

EMPLOYEE:

Signature: _____

For PRODAPT:



Signature: _____

Lavanya Nandakumar

Vice President - Global Talent Acquisition

For and on behalf of Prodapt Solutions Private Limited

Registered Office

Prodapt Solutions Private Limited

Prodapt Headquarters, No.25 A&B, South Phase, 5th Cross Street,
Thiru Vi Ka Industrial Estate, Guindy, Chennai 600032, India

+91 44 4903 3000 | www.prodapt.com

CIN: U72200TG2010PTC070406



Oracle India Private Limited
India Development Center
Oracle Technology Park
3, Bannerghatta Road
Bangalore - 560 029, India
Phone +91 80 4107 6000
Fax +91 80 2552 6124

Registered office address:
F-01/02, First Floor,
Salcon Rasvilas Plot no. D-1,
District Centre, Saket,
New Delhi – 110 017
Phone: 91-11- 46509000
Fax: 91-11-40574722
CIN: U74899DL1993PTC051764

Private & Confidential

24 May 2023

Gulshan Chandnani

Dear Gulshan,

We are pleased to offer you employment in the position of Associate Applications Developer with Oracle India Private Limited, IDC ("Oracle") Your base of operation is Hyderabad, India. This offer of employment is made based on India laws.

We offer you a starting compensation as detailed below payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

Components	Amount (INR) p.a
A. Basic salary	605,195.00
B. Flexible Benefit Plan (FBP) **	739,682.00
C. Annual Gross Pay AGP (A+B)	1,344,877.00
D. Company's contribution to PF	72,623.00
Total Gross (C+D)	1,417,500.00

In addition to the above you will be eligible for Gratuity benefit in accordance with the statutory provisions governing payment of Gratuity which may be applicable at the time.

** - Details of Flexible Benefit Plan is provided in the Annexure "*Employment Agreement & Employment Benefits*"

The Company may, at any time, review and/or restructure the Compensation Package.

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of **INR 309,525.16** toward relocation costs under the JAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up the maximum budget amount and within

the parameters of the Relocation Policy.

Oracle has partnered with SIRVA for relocation in Japan, APAC and India. Your manager will initiate your relocation with SIRVA after an Oracle purchase order has been created and approved. You will be contacted by SIRVA within 24 hours of your relocation authorization. If you are not contacted by SIRVA within a few days, please contact your Oracle manager to ensure s/he has completed the necessary steps to authorize your relocation.

Do not take any steps to initiate your own relocation prior to speaking to SIRVA. Doing so may result in a refusal to reimburse associated costs. SIRVA will review the Oracle JAPAC and India Relocation Policy and processes with you and help you manage the relocation budget. Before receiving any relocation assistance you will be required to sign and return a Relocation Agreement (provided and collected by SIRVA).

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement & Employment Benefits, Proprietary Agreement and Disclosure of interest. In addition to these terms and conditions stated in the above documents, there are other company policies and procedures which you agree to observe and follow during your employment with Oracle. These company policies and procedures may be varied from time to time.

This offer of employment is contingent upon no adverse information being obtained during reference checking with previous employers, approval of your employment / immigration pass application (if applicable) and upon satisfactory clearance of criminal check prior to commencement of employment. If you fail any of the above checks, validation or approval process, or do not cooperate or provide assistance in undergoing such checks, validation or approval process, this offer will immediately lapse without any claim against, or liability to Oracle.

This offer is made with the explicit understanding that you will pass the qualifying examination in the first attempt and that you will not have any arrears till the final examination. In the event that you do not satisfy any of the aforesaid conditions, the Company may withdraw its offer of employment and revoke the appointment at any time without compensation. Your on-board date will be at your Hiring Manager's discretion, and the Hiring Manager's decision will be final.

By accepting this offer you confirm that there are no contractual or other legal impediments which may prevent you commencing employment with the Company. Upon acceptance by you, this offer shall form the employment agreement between you and the Company.

On your day of commencement you will be required to sign in all pages including Employment Agreement for our records, a copy of the offer and the Proprietary Information Agreement.

The letter of offer is valid for two (2) weeks from the date hereof for conveying your acceptance and conditional on confirmation by you that you will commence employment on the date specified by your Manager Tanya Ho-Wai (unless agreed otherwise by your Manager).

This offer will automatically lapse if not accepted within two (2) weeks from the date hereof.

We look forward to having you with us in our team.

Yours Sincerely,
For and on behalf of **Oracle India Private Limited, IDC**



Srihari Beldona
Group Vice President - Human Resources

OFFER LETTER ACCEPTANCE:

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement & Employment Benefits and Proprietary Information Agreement. Those documents can be accessed via the hyperlinks and must be read prior to acceptance of this offer. You will also be required to complete a Disclosure of Interest form.

I acknowledge that I have read and understood the terms of this offer letter. I understand that as a pre-condition of my employment by Oracle, I will also be required to review and accept

- An [Employment Agreement](#) which, together with this offer letter, will constitute my formal contract of employment; and
- A separate [Proprietary Information Agreement](#).

In addition to the terms and conditions stated in the above documents, there are other company policies and procedures which I agree to observe and follow during my employment with Oracle. These company policies and procedures may be varied from time to time at Oracle's discretion.



ORACLE

The future starts now

Restricted Stock Grant Addendum

24 May 2023

Dear Gulshan,

After you begin employment with Oracle, a request for approval will be submitted to the Board of Directors of Oracle Corporation submitted to grant you restricted stock units (RSUs) of Oracle Corporation common stock pursuant to the Oracle Corporation 2020 Equity Incentive Plan (the "Plan"), the number of which shall be calculated as follows:

\$20,000.00 USD divided by the closing sale price of one share of Oracle Corporation common stock as reported on the New York Stock Exchange on the RSU grant date, rounded up to the nearest whole share.

If approved, any RSU award will be issued according to the Plan under a written agreement and will be subject to qualification under all applicable securities regulations. As long as you remain continuously and actively employed by Oracle or its affiliates, you will receive 25% of the RSU shares per year, beginning one year after the RSU grant date. Please note that there is no guarantee that the value of the shares you receive if and when the RSU shares vest will be equal to \$20,000.00 USD, as the future value of Oracle's common stock is unknown, indeterminable, and may fluctuate between the date of this letter and the grant date, and between the grant date and the applicable vesting dates.

By accepting this offer, you agree to abide by the terms of the written RSU agreement and comply with Oracle Corporation's Insider Trading Policy. We recommend that you consult your personal tax advisor at your own expense regarding the tax implications of your participation in the Plan or if you have tax questions regarding your RSUs.

Oracle grants RSUs on the 5th day of the calendar month following the month of the grant approval or the month of your start date, whichever occurs later. You will be notified once your grant is available to view and accept, typically towards the end of the grant month.

Your participation in the Plan is entirely voluntary and the benefits that are afforded under the Plan do not form an employment contract with Oracle Corporation or its affiliates. The RSUs acquired under the Plan are not part of your salary or other remuneration for any purposes, including, in the event your employment is terminated (for any reason whatsoever), for purposes of computing payment during any notice period, payment in lieu of notice, severance pay, other termination compensation or any similar payments.

17463305

12-Jun-2023

GANGIREDDY GARI DINESH

India - Bengaluru

Offer - Appointment Letter

Dear GANGIREDDY GARI DINESH,

Based on your application and subsequent discussions we had with you, we are pleased to offer you employment in our organization as **Engineering Trainee**. The terms in this agreement shall be effective as of the Date of Joining (as defined below)

- 1) **05-Jul-2023**. This employment offer is valid for fifteen (15) calendar days from the date of offer. If the company does not receive any confirmation from you or receive the documents which has been requested within the stipulated time, this offer shall lapse automatically and there shall be no further communication from the company in furtherance of this offer of employment.
- 2) You will be based at **India - Bengaluru** location. You are, however, liable to be transferred to any of our establishments/locations in India, or overseas or to any subsidiary or associate company, whether existing now or still to be formed. Such transfer / deputation will be in accordance with the company's rules in force during the relevant transfer / deputation.
- 3) Your annual compensation will be INR 3,88,34,9.5 and in addition, you will be eligible for Bonus INR 11,650 the details of which are outlined in the Annexure - A. This is subject to usual statutory and / or other taxes, which may be imposed from time to time by the Government, or any public body authorized to do so.
- 4) You will also be covered by Provident Fund, Gratuity, Medical and other schemes of the company as applicable to your category that are in

force at present and / or may be amended from time to time. These shall also be subject to taxes as applicable under relevant laws.

- 5) Training: You will undergo Company defined training program immediately after your joining. Your training will include classroom and on-the-job trainings. The duration of the training will be based on the business requirement. Your continuation of employment will be based on successful completion of the training program. Upon successful completion of training, you will be entitled for a Level and designation change in line with the Career Architecture Framework.
- 6) Notice Period: You & the Company will be mutually be required to give 30 Days notice to terminate this employment contract post joining. The last working day would be decided at the sole discretion of the Management and in the event of being relieved within the notice period days, , the remaining part of notice period days would be adjusted against the existing leave balance or an equivalent of Basic and HRA. The Company, however will have the right to terminate your appointment forthwith on account of misconduct, including but not limited to, fraudulent, dishonest or undisciplined conduct, or breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's or Client's property or breach of the confidentiality obligations. In all other instances, the Company reserves the right to terminate the appointment by giving 30 Days notice or payment of Basic and HRA in lieu of notice.
- 7) Leave: You will be entitled to an equivalent of 21 working days in a calendar year (January till December). This translates to 1.75 days per month and would be prorated based on your date of joining the Company.
- 8) Unauthorized Absenteeism: You agree that all/any unplanned/unauthorized leave for 3 (three) or more consecutive working days without prior intimation will be deemed as 'Abandonment of Services' (unless such unplanned leave, is for the reasons of medical emergency which shall be substantiated with valid documentary proof within 7 (seven) days from the date of such absence) and you shall not be entitled to any monetary and non-monetary benefits as was applicable to you. This provision shall also be applicable to all/any such unplanned/unauthorized leave during your serving the notice period, if

any. You shall also be not entitled to any monetary and non-monetary benefits, in case of your resignation and you do not serve the agreed notice period as directed by the Company.

- 9) Retirement: You will retire from the employment of the company in the month in which you attain 58 years of age. The age will be calculated based on the date of birth declared by you and mentioned in employment records.
- 10) Confidentiality: During your employment with the Company, you will be exposed to confidential information regarding the Company, our customers, employees and other stakeholders. You will hold all such information in utmost confidence and use such information only for the benefit of the Company and only to the extent required thereof. You will not divulge any information concerning the company's (or its associates) to operations, know-how, secrets etc. that you may come to acquire as an employee of the company any unauthorized person, nor use for any purpose other than Company's during the period of your employment with us, or thereafter.
- 11) The Company shall be the sole owner of any intellectual property developed by you during your employment with the organization, having rights to sell, license, and control duplication, distribution, and preparation of deliveries of the intellectual property. You shall not claim any income nor benefit from any such development at any point of time. You will be required to sign an Employee Undertaking/Non-Disclosure Agreement (NDA) at the time of joining.
- 12) You shall maintain and protect the assets, properties, facilities, software, and hardware, if and when provided by the Company for your use. On demand, you shall take steps to return such assets, properties etc., back to the Company in the same condition as given, subject to normal wear and tear, on cessation of employment or any other time as may be required by the Company. Failing this, the Company shall be entitled to recover such cost / compensation as it may deem fit, keeping in view the cost and value of such assets and properties.
- 13) You will keep the Company informed of any change in your residential address and / or civil status. Any communication conveyed or

letters/documents sent to the last recorded address with the company, shall be deemed to have been duly served on you.

- 14) You will be governed by the Rules, Regulations and Policies & Processes of the Company as are in force at present and / or as may be introduced from time to time.
- 15) You shall be responsible for the use of Email facilities provided by the Company on the express understanding that such usage will not be detrimental to the best interest of the Company. You agree not to transmit messages for personal commercial purposes, sending indecent/defamatory or indecent messages including any other unlawful materials; disseminate confidential information and trade secrets of the Company; knowingly cause interference or disruption to company's network by sending unsolicited bulk mails also prohibited. The Company shall have all rights and discretion to monitor and record your use of emails and its contents that are held, sent, and received through the emails on all such equipments' made available to you by the Company at any time. Random checks shall be conducted to ensure the rules of email facilities are observed. Any violation under this provision may result in disciplinary action including termination of employment.
- 16) You are requested to submit the following certified copies at the time of joining:
 - Proof of Date
 - Indian Driving License with Clear Photograph
 - Indian Passport Copy with Clear Photograph
 - Any Document as recognized by the Union of India to substantiate and prove your Indian citizenship, which include Aadhar Card/Voter's ID Card etc
- 17) You will not take up any employment or assignment remunerative or honorarium with any other organization, body, or person without the consent of the Management in writing during the tenure of your service with us.

- 18) The Company may provide you special training from time to time in India or abroad, including on-hand training at its client sites. Considering the substantial investment in such training and development, Company will require you to sign a service agreement to serve the Company for a specific minimum period of time after receiving such training. The details of this agreement shall be spelt out at the time of nominating you to such training and will cover both direct and indirect cost of such training.
- 19) Your appointment is subject to the accuracy and completeness of the information as stated by you in your resume or company application form, including but not limited to any certificates, forms, answers to questionnaires, data sheets or other documents submitted by you. If it is found subsequent to your appointment that any information that you submitted is inaccurate or incomplete or that you have willfully suppressed material information, you shall be deemed to have committed a fraud on the Company and the Company reserves the right to terminate your appointment forthwith, notwithstanding anything to the contrary, and without prejudice to any other remedy available to the Company.
- 20) Notwithstanding your obligation to provide accurate information/records about yourself to the Company, the Company reserves the right at any time to make such inquiries as it deems fit, including but not limited to inquiries for the purpose of ascertaining the accuracy of any information/records you have given to the Company, and to verify whether you have a criminal record or a record of any indiscipline or misconduct with previous employer/s. If such verification proves data inaccuracy, forgery, criminal record, termination based on indiscipline/misconduct and/or non-satisfactory performance you agree to forfeit all monetary and non-monetary benefits as was applicable/accrued. By signing this letter, you shall be deemed to have agreed to conduct the 'background check verification' and to have waived your right to lodge any claim or action against the Company, including but not limited to any claim related to invasion of privacy.
- 21) Any future changes in the Company policies, Benefits rules & regulations will supersede the points mentioned in this letter.

Any claim(s) / statements made by you at the time of application which is not supported by the above documents makes your appointment liable to cancellation and our offer withdrawn without any notice or compensation.

Any dispute arising in connection with your employment shall fall under the jurisdiction of the Bangalore High Court / Bangalore Courts.

We welcome you to Microland Limited and look forward to a long and happy association. You are requested to sign your full name on the duplicate copy of this letter and return it to us as a token of acceptance after going through the above terms and conditions.

Sincerely yours,
For Microland Limited,



Srinivasan T R
Chief People Officer

Declaration: “I have read understood and unconditionally accept the terms and conditions of my appointment letter and agree to keep its contents strictly private and confidential. I understand that my sharing this confidential information with anybody, including but not limited to any employee of the Company, will amount to a breach of my employment terms with the Company and I will be liable to be terminated without any notice or compensation in lieu of. I hereby declare that the information stated in my resume and any other information I have given/may give the Company is complete, accurate and true in all aspects.”


Read, understood and agreed.

Name: GANGIREDDY GARI DINESH

Signature:

Date:

Annexure - A

Name :	GANGIREDDY GARI DINESH	
Designation :	Engineering Trainee	
Level :	PT	
Location :	India - Bengaluru	
Notice Period :	30 Days	
Components	Monthly (₹)	Annual (₹)
Basic	16,255	1,95,060
House Rent Allowance	6,502	78,024
Flexible Benefit Plan [1]	6,873	82,477
GROSS	29,630	3,55,561
PF - Company's Contribution @ 12% of Basic [2]	1,950	23,407
Gratuity	782	9,382
COST TO COMPANY (CTC)	32,362	3,88,34,9.5
Bonus1 [3]		11,650
TOTAL EARNING POTENTIAL (TEP)	33,333	4,00,000
Group Medical Coverage Premium [Company borne] [4]		8183
TOTAL EARNING POTENTIAL + Benefits(TEPB)		4,08,183
BENEFITS		Insured Amount (₹)
Group Medical Insurance Scheme for Self, Spouse & 2 Dependent Children		4,00,000
Group Personal Accident Insurance		2 * Annual CTC (minimum of 10,00,000)
Group Term Life Insurance		3 * Annual CTC (minimum of 16,00,000)
 Srinivasan T R Chief People Officer		
Accepted By - GANGIREDDY GARI DINESH:	Signature:	Date: 12-Jun-2023

Annexure - A (continued)

1. Payable monthly, as per your customized allocation towards: Leave Travel Allowance (LTA), Conveyance, Medical, Vehicle, Meal Vouchers, Child Education. enabling you to plan your tax outflow in an optimum manner. The balance amount, post allocation, will be paid out as Special Allowance.
2. An equal amount, will be deducted, as your contribution, as per Provident Fund (PF) guidelines.
3. Payable annually, if eligible, based on your and your unit's Performance measured during the Appraisal Cycle and Target Achievements as per KRAs set for the Performance Evaluation Year, on a prorata basis.
4. Parental Policy, if opted for, is an additional benefit, for which the premium will be deducted monthly.
GMC Parental - Parental Policy, if opted for, is an additional benefit, for which the premium will be deducted on a monthly basis.



Private and Confidential

January 18, 2023

Chilakala Hrishikesh Reddy

Dear **Chilakala Hrishikesh**

We take great pleasure in offering you an opportunity for full-time employment position with Synopsys India ("Synopsys India" or the "Company"), in the position of **Solutions Engineer, I in Job Grade 64**

Please refer to the following attachments:

Annexure I: Target employment cost

Annexure II: Summary of currently applicable benefits

Annexure III: Terms and conditions of employment with Synopsys India


The validity of this offer is contingent to your Medical Fitness and the Company verifying accuracy of the information provided by you. In this regard, you authorize the Company (by signing a copy of this letter to appoint an agency of its choice to conduct such verification) to investigate your references, work records, education and other matters pertaining to your employment, at any time during your tenure.

Please acknowledge the acceptance of the conditional offer by signing the duplicate copy and handing it over to us. This offer is valid only up till **20th Jan** and shall automatically lapse and considered as withdrawn / revoked unless we receive your acceptance by such date. We look forward to you having a long and fruitful relationship with Synopsys.


Please note that the validity of this offer is subject to you returning the enclosed application blank, duly filled, and providing your acceptance of this offer in the space provided below. An appointment letter will be issued on the date of joining, subject to receipt of the filled-in Application Blank and photocopies of the first two and the last two pages of your Passport, at least 7 days before the intended start date at Synopsys India.

In case you have any questions or would like to discuss the terms and/or conditions of this offer, please feel free to get in touch with me.

Sincerely,

DocuSigned by:

643A2A74BD8E46A...
Ramachandran, Asha (rasha-IN-PEOPLE)

Regd. Office : 5th Floor, Tower 'A', RMZ Infinity, Municipal # 3, Old Madras Road, Benniganahalli, Bangalore - 560 016, India.
Phone : +91-80-40188000, Fax : +91-80-30523800

DocuSigned by:

B086ABF7CED2467...



Please note that as per Synopsys India policy, the terms of the offer (compensation details & the job grade) is strictly private and confidential. Breach of this policy in any form (to employees within Synopsys or to anyone outside the organization) would disqualify your candidature and eventually employment with the organization.

Acceptance:

I, **Chilakala Hrishikesh Reddy**, hereby accept the conditional offer of employment with Synopsys India and agree to the terms and conditions of this letter and the annexures hereto.

Signature: DocuSigned by:

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Name: Chilakala Hrishikesh Reddy



Annexure I

Name	Chilakala Hrishikesh Reddy		
Business Group	EDAG		
Grade	64		
Designation	Solutions Engineer, I		
	Monthly	Annual	
Basic	43,333	5,20,000	
HRA	21,667	2,60,000	
FBP	38,133	4,57,600	
PF (Employer Part)	5,200	62,400	12% of basic
Annual Base Salary (A)	1,08,333	13,00,000	
CIP @ 8% (B)		1,04,000	
TCOMP (A+B)		14,04,000	

Benefits

Gratuity		43,333	1 month basic
Lunch & Snacks		31000	
Mediclaime Hospitalization Ins, P.A cover, Group Life ins cover.		34750	
Interest free loan Subsidy		19000	Approx
Earn Leave Encashment		73,864	Encashed on separation
Wellness Program		15000	
ESPP Returns		31,590	15% discount
Total Benefits		2,48,537	

All payments and benefits shall be subject to tax to be deducted at source by Synopsys India. In case of any shortfall in tax withholding, you shall be responsible to pay the differential amounts. Synopsys India reserves the right to revise salary and/or your compensation structure from time to time. In addition, Synopsys India reserves the right to increase the amount of contributions / deductions (including provident fund contributions), as required by applicable law, in which the salary / Target Employee Cost components shall be reduced proportionately.

** Subject to the terms of the variable compensation plan. Please note that the amount is payable at the sole discretion of the Company and subject to achievement of the parameters as laid down in the variable compensation plan.

*** This is only an estimated valuation of the some of the currently applicable benefits. The amounts indicated are the costs that the Company is likely to incur in relation to each benefit, and may not be payable by the Company to you. It is further clarified that the benefits do not form part of the employee's salary / compensation and accordingly cannot be claimed by an employee. Please refer to **Annexure II** (read along with relevant Company policy) for more information on some of the benefits listed herein.

DocuSigned by:

643A2A74BDDBE46A...

Regd. Office : 5th Floor, Tower 'A', RMZ Infinity, Municipal # 3, Old Madras Road, Benniganahalli, Bangalore - 560 016, India.

Phone : +91-80-40188000, Fax : +91-80-30523800

DocuSigned by:

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Annexure II

Currently Applicable Benefit Summary Sheet

<u>BASE PAY</u>	Annual Fixed compensation
Basic Salary	40% of Base Pay (Grade <=66) 50% of Base Pay (Grade >=67)
House Rent Allowance (HRA)	50% of Basic Salary
Flexible Benefit Plan (FBP)	Remainder of the Base Pay (excluding Basic, HRA & Employers PF)
Provident Fund (Employer contributions) (PF)	<p>12% of Basic Salary</p> <p>** Contribution to the Provident Fund is mandatory as per the Employees' Provident Fund & Miscellaneous Provisions Act, 1952 ("PF Act") for all employees who draw monthly basic salary of up to INR 15000/- (or such increased limit as per law) OR have been members of the PF program as per PF Act in the past. As per law, both the employer and employee are expected to make an equal contribution to the PF. Currently the PF deductions are at 12% of monthly Basic Salary. Since this is a two way contribution, figure mentioned in the calculations captured above is the Company's contribution to the PF only. Your contribution, an equal amount, will be deducted from your earning on a monthly basis in addition to the Company's contribution. Both, the employer's and employees' contribution is deposited with the PF authorities on or before 7th of every month.</p> <p>For employees who have not been a member of the PF scheme as per PF Act in the past employment history AND earn more than INR 15000/- (or such increased limit as per law) per month, the PF contribution is optional. They can exercise their option with respect to participation in the program, as per PF Act. Options are as follows:</p> <ul style="list-style-type: none"> • Stay out of the purview of the PF Act. • Participation in PF scheme with a ceiling of INR 15000/- (or such increased limit as per law) Basic Salary per month. So any amount in excess of INR 15000/- (or such increased limit as per law) Basic Salary per month will NOT be subjected to PF contribution • Participation in PF scheme without any ceiling. So participate by making PF contributions against entire Basic Salary drawn per month. <p>The above options are not available to 'international workers' (as per PF Act) since their PF contributions are required to be in compliance with applicable law. In such cases, the above compensation table shall be updated by the Company to reflect higher PF contributions by reducing certain amounts from your Flexible Benefit Plan.</p>
<u>VARIABLE COMPENSATION PLAN</u>	You shall be eligible to participate in the variable compensation plan formulated by the Company. Subject to achievement of the parameters as indicated in such Plan, your incentive eligibility shall be a certain percentage of your Annual Base (as per Annexure I). Details of the variable compensation plan shall be made available to you after joining the Company.
<u>BENEFITS</u>	
Gratuity	<p>Gratuity in accordance with the provisions of the Payment of Gratuity Act, 1972. As per the Gratuity Act, gratuity is payable to employees only on the completion of continuous service of at least 5 years with the Company, and is computed at the rate of 15 days basic salary for every completed year of service, subject to the limit prescribed by law. As per the Gratuity Act, employees shall not be eligible to receiving any gratuity if the duration of the continuous service is less than 5 years.</p> <p>However, Synopsys India has considered its obligations under the Gratuity Act and modified its policy to be more beneficial to employees. As per the Company's policy, an employee's entitlement to gratuity</p>

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	shall be as follows: On completion of 3rd year @15 days of the Basic salary, @22 days of Basic Salary for 4th year, @30 days of Basic Salary for =or> 5 years.
Medical Insurance	Up to INR 300,000 for family inclusive of self, spouse, dependent parents OR Parents In-Law and 2 children.
Life Insurance	Employee only. Three times of Tcomp (Annual Base salary + Variable Incentive)
Personal Accident Insurance	Employee only. Three times of Tcomp (Annual Base salary + Variable Incentive)
Lunch & Snacks	Meal card worth 2200/- are provided monthly. Besides this refreshment and snacks available at in-house breakout areas without any charge.
Heath Management Program	Company offers reimbursement of up to Rs. 15,000/- per annum to employees to pro-actively take care of their health & wellness. Please contact TeamHR for details.
<u>LEAVE PROGRAM</u>	
Statutory Holidays	10 days per annum
Sick Leave (SL)	A maximum of 15 days per annum
Casual Leave (CL)	A maximum of 10 days per annum
Privilege Leave (PL)	15 work days per annum (WITH A CAP as per state laws). Unused amounts can be encashed upon resignation or retirement per company policy.
Maternity leave	26 weeks
Paternity leave	10 work days
Bereavement leave	3 days
Employee Stock Purchase Program (ESPP)	ESPP is a benefit extended to all employees, to purchase Company's common stock at a discounted price of 15% on share value. Employees can contribute up to 15% of their eligible earnings. Please contact TeamHR for details.

- In addition, Synopsys India also offers Superannuation, National Pension Scheme and contribution to Voluntary Provident Fund.
- This information is only indicative in nature. Please refer to detailed policies for eligibility. This information cannot be used as a reference to avail benefits.



Annexure III

Terms and Conditions of Employment

1. **RESPONSIBILITIES**

Your primary responsibility will be as a **Solutions Engineer, I** in the **EDAG**. The Company reserves the right to change your role, position, department, reporting structure, duties and/or responsibilities from time to time. The Company also reserves the right to change your work / shift timings as the Company may deem appropriate. This may include working in night shifts and/or during weekends.

2. **SUBMISSION OF DOCUMENTS**

You will be required to submit the documents listed in Schedule A to the Human Resources Department on or before your first day of employment with the Company.

3. **COMMENCEMENT OF EMPLOYMENT**

Should you accept our offer, your employment with the Company shall commence on 3rd July, shall continue until terminated in accordance with the section 12 hereunder.

4. **LOCATION**

Your initial appointment and location of employment will be at the office of the Company located in **IN46 - Hyderabad** and thereafter at locations as may be required by the Company from time to time. You hereby provide your consent to the Company to relocate or change your work to another location, department, project, branch or affiliate, as the Company may deem fit and necessary from time to time. The Company may also require you to make visits and travel both within India and overseas, as may be necessary for the proper discharge of your duties.

5. **PROBATION**

You shall be on probation for a period of 6 months from the date of joining the Company, which period may be extended or reduced by the Company in writing at its sole discretion ("Probationary Period"). Upon successful completion of the Probationary Period, your employment with the Company shall automatically be deemed to have been confirmed unless the Company terminates your employment.

6. **COMPENSATION**

In consideration of the services and obligations to be rendered by you, as per the terms and conditions contained herein, you shall be eligible to receive an all-inclusive remuneration (on a cost-to-Company basis) as provided in **Annexure I**. Such remuneration shall be subject to all applicable statutory withholdings, contributions and deductions. The Company reserves the right to change the remuneration structure from time to time.

Additionally, you may be eligible to participate in the variable compensation plan, details of which may be provided to you upon joining.

If you are eligible, your variable compensation plan, shall include any statutory bonus. However, during the years in which you do not qualify to earn any payments under the variable compensation plan, you may be



eligible to receive a minimum payment amount, which shall be equivalent to the minimum amount of statutory bonus.

If you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.

7. BENEFITS

- (a) To the extent you are eligible, you shall be entitled to participate in the Company sponsored / administered benefits programs, including hospitalization, life and personal accident insurance plans and contributory employee sponsored welfare fund in accordance with the terms and conditions of Synopsys India. Detailed information about employee insurance plans and employee sponsored welfare fund will be provided to you upon or after the commencement of your employment. All such benefits will be provided in accordance with, and will be governed by, the relevant formal plan document(s) or policy(ies). The Company reserves the right to unilaterally revise any part of the standard benefit package or to eliminate any benefit there under altogether at any time, with or without notice. You provide your consent to the Company to deduct appropriate sum from your payroll as your contribution to the employee sponsored welfare fund, as per Company policies.
- (b) As a full-time employee, you shall be entitled to leave as per Company policies as applicable from time to time. You shall also be eligible for the declared holidays as applicable to you based on your location.

8. DUTY OF LOYALTY

- (a) **Best Efforts:** You shall devote all of your skill, knowledge and working time to the conscientious performance of your duties and responsibilities towards the Company. You shall perform your duties with diligence, devotion and discretion. Since our offer is for a full-time employment position with the Company, while in the employment of the Company, you are not allowed to be employed in any other organization on a permanent, temporary or part time basis, to offer your services with or without consideration to any physical person, legal entity or public authority, or be occupied in your own business, without the prior written consent of the Company.
- (b) **Exclusivity of Service:** During your employment, you shall not undertake any other business or occupation or become a director, officer, employee, consultant, advisor, shareholder, partner, proprietor or agent (as the case may be) of any other company, firm or individual, without the prior written consent of the Company.
- (c) **Authority:** During your employment, you will not enter into any contract, agreement or arrangement with any person or entity that binds the Company or creates any liability or obligation (financial or otherwise) upon the Company, without obtaining a specific prior written permission from the Company. You shall also not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company.
- (d) **Disclosure of Conflict:** You are required to disclose to the Company, in writing, all of your business interests, if any, whether or not they are similar to or in conflict with the business(es) or activities of the Company and all circumstances, in respect of which there is or there might, in the future, be a conflict of interest between the Company and you. You agree to disclose fully to the Company in writing any



such interests or circumstances which may arise during your employment immediately upon accruing of such interest or occurring of any such circumstances.

- (e) **Communication with Media:** You shall not communicate with the media or journalists in relation to the Company, its affiliates, or their business or activities, without the Company's prior permission.
- (f) **Representations & Covenants:** You represent to the Company that you have not appropriated any confidential, proprietary or trade secret information (including but not limited to written information, information contained in computer storage systems or information compiled or stored in any other manner) from any third party (including but not limited to any former employer), except as may have been expressly permitted in writing by such third party or its authorized representative. You covenant to the Company that you shall not appropriate any such information from any third party prior to joining the Company or at any time thereafter. You shall not disclose to the Company or its affiliates, or otherwise use during the course of your employment with the Company, any confidential, proprietary or trade secret information of any third party which you may possess, without such written permission.
- (g) **Defamation:** During the term of employment and at all times thereafter, you will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.

9. CONFIDENTIAL INFORMATION AND INVENTIONS ASSIGNMENT AGREEMENT

As a condition of your employment with the Company, on or prior to joining the Company, you will be required to sign and comply at all times with the provisions of, the Confidential Information and Inventions Assignment Agreement ("Agreement"), as provided in Schedule B. In the event of any conflict between the provisions of this Annexure III and the Agreement, the provisions of the Agreement shall prevail.

10. COMPANY POLICIES, CODE OF CONDUCT AND COMPLIANCE WITH LAWS

- a) You agree to observe and abide by all Synopsys India policies applicable and any other regulations, rules and policies, as amended from time to time by the Company, as well as any other regulations issued in the future by the Company. Please visit the following link for a copy of the current applicable policies: http://teamhr/ES/Pages/EmployeeServices_India.aspx . In addition, you agree to comply with the Company's Standing Orders as may be applicable from time to time.
- b) Upon employment, you will sign and comply with the Synopsys Code of Ethics and Business Conduct, which is an integral and critical condition of your employment with the Company.
- c) Synopsys India may, in its sole discretion and unilaterally, amend the terms of your employment as contained in this offer letter, your compensation and benefits and any and all policies as may be applicable to you from time to time.

11. DATA PRIVACY

- a) You hereby explicitly and unambiguously consent to the collection, use and transfer of your personal data (including personal sensitive data) by and among members of the Company and its affiliates.

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- b) You understand and accept that the Company or any affiliate may hold, retain, use and periodically transfer certain personal information about you, including, but not limited to, your name, home address and telephone number, date of birth, salary, nationality, job title, residency status for the purpose of implementation, administration and management of the employment and related purposes.
- c) You accept that the recipients may be located in India or any other country which may have different data privacy laws applicable.

12. **EMPLOYMENT TERMINATION**

- a) **Termination by either party during probation period:** During the probationary period, (i) should you wish to terminate your employment, you may do so by giving a fifteen (15) days notice in writing to the Company and (ii) the Company shall be entitled to terminate your employment immediately without giving you any notice or pay in lieu of notice.
- b) **Resignation:** After successful completion of your probation period, you may voluntarily resign or terminate your employment with the Company by giving the Company 60 days' notice in writing, unless otherwise mutually agreed. In case you have given a notice to resign or terminate your employment, the Company may, at its sole discretion, require you to (i) leave service at any time during the notice period without any salary in lieu of notice or pro-rated salary for the balance unexpired portion of the notice period and/or (ii) take your accrued but unused leave days during the notice period.
- c) **Termination by Company:** After confirmation of your employment with the Company, except as otherwise set forth herein, your employment may be terminated by the Company by giving you 60 days' notice in writing, or with immediate effect upon giving you salary in lieu of the notice or pro-rated salary for the balance notice period in case you have been permitted to work during the notice period.
- d) **Suspension or Termination for Misconduct:** Notwithstanding the aforesaid or anything else to the contrary, the Company may suspend, dismiss, discharge or terminate your employment with immediate effect by a notice in writing (without salary in lieu of notice), in the event of (i) fraudulent, dishonest or undisciplined conduct by you, (ii) you committing a breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's property, (iii) your insubordination or failure to comply with the directions given to you by persons so authorized, (iv) your insolvency or conviction for any offence involving moral turpitude, (v) your breach of any terms or conditions of your employment, the Agreement, the Company's policies or other documents or directions of the Company, (vi) you going on or abetting a strike in contravention of any law for the time being in force, (vii) you conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients or (viii) misconduct by you as provided under the labour laws, Company policies, and/or Standing Orders (if applicable).
- e) **Abandonment of Employment:** Absence for a continuous period of seven (7) days from work without prior written approval (including due to unapproved overstay of leave/ training), would be construed as your abandonment of employment and your service with the Company shall automatically cease.
- f) **Garden Leave:** The Company reserves the right to place you on garden leave at any time during your employment or notice period. You shall continue to be employed with the Company during the period

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of garden leave and the Company shall pay you salary and applicable benefits during such period of garden leave. During the garden leave period, the Company in its sole discretion may: (i) cease to vest in or assign to, you any powers or duties or to provide any work to you; (ii) change your duties in whatever way the Company decides is appropriate; (iii) require that you do not contact or communicate with any current, former or proposed clients, customers, employees, or vendors of the Company; (iv) exclude you from the premises of the Company; and/or (v) announce to employees, clients, customers, vendors, etc. of the Company that you have been given notice of termination or resigned (as the case may be). You hereby acknowledge and confirm to comply with any additional conditions laid down by the Company during the period of garden leave and accept that your duties of confidentiality and good faith continue to apply, together with all of the duties and obligations towards the Company.

- g) **Return of Property and Separation and Release Agreement:** Upon termination of your employment with the Company, you shall forthwith return to the Company all the assets and property of the Company (including all IP and any leased properties), documents, files, books, papers, information, memos or any other property of the Company in your possession or under your control. Further, the Company may require you to sign a Separation and Release Agreement without any additional compensation. If any Letter of Authority or Power of Attorney is issued to you, you will undertake to return it on demand or on termination of your employment with the Company.
- h) **Retirement:** You will automatically retire from the Company on attaining the age of 60 (sixty) years. An extension may however, be given at the discretion of the Company

13. DISPUTE RESOLUTION

- a) The parties agree that at all times; all attempts shall be made to resolve all differences howsoever arising out of or in connection with your employment, by discussion. If within fifteen (15) days of the commencement of the discussions the dispute is not resolved the dispute shall be referred to arbitration, provided that:
- (i) Arbitration shall be conducted in accordance with the provisions of the Indian Arbitration and Conciliation Act, 1996 (“ACA”);
 - (ii) There shall be one arbitrator appointed jointly by the parties, failing which the arbitrator shall be appointed as per the provisions of the ACA;
 - (iii) Until the arbitration proceedings are complete, parties shall not take their disputes to a Court of Law. All hearings shall be held in English and the seat and place of arbitration shall be in Bangalore.
- b) Notwithstanding the aforesaid provisions, in the event of any breach or apprehended breach of your employment provisions, the Company shall be entitled, in addition to all other remedies, to an injunction, whether interlocutory or preliminary, restraining any such breach, without recourse to arbitration.

14. GENERAL PROVISIONS

- a) **Successors and Assigns:** The terms and conditions of employment shall inure to the benefit of, and be binding on, you and the Company and our respective heirs, administrators, executors, representatives,

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successors and permitted assigns. The Company shall have the right to assign your employment to any affiliate or successor (whether direct or indirect, by purchase, amalgamation, arrangement, merger, consolidation or otherwise) to all or substantially all of the business and/or assets of the Company. You, by your signature hereto expressly consent to such assignment. You shall not assign or transfer, whether absolutely, by way of security or otherwise, all or any part of your rights or obligations as an employee of the Company .

- b) **Severability:** If any part of the terms and conditions of employment is found to be unlawful or otherwise unenforceable by any court of competent jurisdiction, that part will be severed from your terms and conditions of employment and the remainder will remain in full force and effect.
- c) **Governing Law and Jurisdiction:** Your employment with the Company shall be construed in accordance with the laws of India and subject to arbitration, the courts in Bangalore shall have exclusive jurisdiction in relation to any disputes.
- d) **Entire Agreement:** These terms and conditions of employment supersede all prior agreements, and constitutes the entire agreement between the Company and you with respect to your employment. Any and all previous agreements, written or oral, express or implied, between the Company and you, relating to your employment are superseded and replaced.
- e) **Modification of Agreement:** Any modification to the terms and conditions of employment must be in writing and signed by both you and the Company or it shall have no effect and shall be void.
- f) **Satisfaction of all Claims:** You agree to accept the pay in lieu of notice as described in Section 12 in full and final settlement of all amounts owing to you by the Company on termination, including any payment in lieu of notice of termination, and any other entitlement you may have under any applicable statute and any rights which you may have at common law and you hereby waive any claim to any other payments or benefits from the Company. In agreeing to the terms set out in this letter agreement, you specifically agree to execute a formal release document to that effect and will deliver upon request appropriate resignations from all offices and positions with the Company, if, as and when requested by the Company upon termination of your employment.
- g) **Salary Revision:** Your salary may be reviewed by the Company periodically as per the policy of the Company. Your increments. If any, in the grade are discretionary and will be subject to and on the basis of effective performance and results of the Company and yourself, besides overall economic factors.
- h) **Medical Fitness:** Your employment is subject to you being found fit at all times by a medical officer appointed / nominated by the Company. During the term of your employment with the Company, you are required to be medically fit to perform the services assigned to you from time to time. As to whether you are medically fit, is an issue which will be professionally determined by the Company and you shall be bound by such determination. You may accordingly be required to undergo periodical medical examination as and when intimated to you by the Company.
- i) **Conditionality:** As a condition of employment with the Company, you are required to:
- i. Complete Synopsis India Application for Employment; and
 - ii. Execute the Company's:
 - Code of Ethics and Business Conduct

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- Confidential Information and Inventions Assignment Agreement

- j) **Feedback and Reference Checks:** Please note that our offer for employment with the Company is conditional upon satisfactory feedback from your references and necessary background, academic, medical, credit/financial and criminal checks. Our offer is also contingent upon your full and complete disclosure to the Company of any and all agreements (non-competition, non-solicitation, employment, confidentiality or otherwise) with any prior employer, clients, principals, partners or others which in any way limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Company. The Company reserves the right to withdraw its offer of employment without any obligation whatsoever; in the event that it determines or believes that any contractual or other obligation may materially limit your ability to engage in business activities for the Company.
- k) **Confidentiality:** The terms and conditions of your employment, including the details of compensation & the job grade, is strictly private and confidential. Breach of this confidentiality obligation in any form (by way of disclosure to employees of Synopsys India or to anyone outside the Company) will be a deemed misconduct and may lead to disciplinary action including termination of your employment.

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A handwritten signature in black ink that reads "Shilakala Arshikesh Reddy". The signature is written in a cursive style.

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Schedule A

List of documents / information to be submitted by the individual to the Company prior to joining:

1. Original Relieving Letter from all your previous employer(s)
2. Original Experience Letter from all your previous employer(s)
3. Copy of your most recent passport
4. Originals of professional qualification certificates
5. Copy of educational mark sheets for 10th, 12th, graduation (all semesters), post-graduation if applicable (all semesters)
6. Copy of 10th, 12th pass certificates and degree certificates for graduation, post-graduation (if applicable).
7. Copy of most-recent pay slip issued by existing / previous employer
8. Details of your existing provident fund account number, if any
9. Cancelled cheque as KYC for Provident Fund Form having the name, account number and IFSC code as will be mentioned in the Employee Provident Fund form
10. Copy of Self Attested Permanent Account Number (PAN) card
11. 4 recent passport-sized photographs
12. 1 Passport size photograph each of maximum 5 dependents who are included in the Medclaim policy of the company (E.g. Parents, children, Spouse, and siblings up to the age of 25 years)
13. Proof of address
14. Resignation acceptance from your previous employer
15. Proof of Age
16. Marriage Certificate (if married)
17. Form 16 of the current year or statement of computation of income tax, as issued by your previous employer.
18. Copy of Self Attested Aadhar Card



January 18, 2023

Chilakala Hrishikesh Reddy

Subject: Joining Bonus

This is with reference to our offer of employment dated **January 18, 2023**.

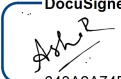
As a part of our offer, we are extending a sign on bonus of **INR 300000/-** subject to applicable taxes and deductions.

On joining you will be paid 100% amount upfront. Your receipt of sign on bonus is subject to the following conditions:

- If you resign or are terminated for a Cause prior to completion of **24 Months** from the date of hire, you will be required to repay the full bonus amount received, to the company.
- The offer of this Bonus and your undertaking of performance to satisfy the conditions necessary to receive the Bonus do not alter the nature of your at-will employment relationship with the Company, and either you or Synopsys may terminate your employment at any time for any reason with or without notice.

Your signature below acknowledges this condition and signifies acceptance of these terms.

Wishing you all the best,

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Ramachandran, Asha (rasha-IN-PEOPLE)

Date of acceptance: January 18, 2023 | 8:51:31 PM PST

Signature: 
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Name: **Chilakala Hrishikesh Reddy**



Schedule B

Copy of Confidential Information and Inventions Assignment Agreement

The following confirms an agreement between me and Synopsys in India (Synopsys India), on behalf of itself and its affiliates and group entities (hereinafter the "Company"), which is a material part of the consideration for and a condition of my employment by Synopsys India (the "Agreement"). Hereinafter Synopsys India or I may sometimes be referred to singularly as a "Party" or collectively as the "Parties."

1. Proprietary Information. I recognize that the Company is engaged in a continuous program of research, development and production respecting its business, present and future, including confidential fields generally related to its business, and that the Company possesses and continues to possess proprietary and/or confidential information that has been created, discovered, developed or otherwise become known to the Company (including, without limitation, information created, discovered or developed by, or made known to, me during the period of or arising out of my employment by Synopsys India) and/or in which property rights have been assigned, licensed or otherwise conveyed to the Company, which information has commercial value in the business in which the Company is engaged in part based on it being kept confidential. All of the aforementioned information is hereinafter called "Proprietary Information" By way of illustration, but not limitation, Proprietary Information includes trade secrets, algorithms, processes, data, know-how, computer software in both source and object form, interfaces, data structures, improvements, inventions, works of authorship, techniques, marketing plans, strategies, forecasts and customer lists.

2. Relationship of Trust. I understand that my employment creates a relationship of confidence and trust between me and Synopsys India with respect to any confidential information:

- (i) applicable to the business of the Company; or
- (ii) applicable to the business of any client or customer of the Company, which may be made known to me by the Company or by any client or customer of the Company, or learned by me during the period of my employment.

3. Covenants. In consideration of my employment by Synopsys India and the compensation received by me from the Company from time to time, I hereby agree as follows:

- A. Ownership; Duty of Non-Disclosure. All Proprietary Information shall be the sole property of the Company, and Synopsys India and/or its affiliates or group entities, as the case may be, shall be sole owner of all patents, copyrights and other rights in connection therewith. I hereby assign to Synopsys India any rights I may have or acquire in such Proprietary Information. At all times, both during my employment by Synopsys India and after its termination, I will keep in confidence and trust all Proprietary Information or confidential information belonging to a third party entrusted to the Company, and I will not use or disclose such Proprietary Information or third-party confidential information or anything relating to it without the written consent of Synopsys India, except as may be necessary in the ordinary course of performing my duties in good faith for Synopsys India in furtherance of the Company's business and in accordance with Company policies.
- B. Ownership; Return of Property. All documents, records, apparatus, equipment and other physical property, whether or not pertaining to Proprietary Information, as well as intangible property, furnished to me by the Company or produced by me or others in connection with my employment shall be and remain the sole property of the Company and shall be returned to Synopsys India immediately as and when requested by Synopsys India. Even if Synopsys India does not so request, I shall return and deliver all such property upon

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termination of my employment by me or Synopsys India for any reason and I will not take with me any such property or any reproduction of such property upon such termination.

- C. Disclosure of Inventions. I will promptly disclose to Synopsys India, or any persons designated by it, all inventions, works of authorship, processes, techniques, know-how, formulae, data, ideas, improvements and other information (including, without limitation, algorithms, interfaces, data structures or software, whether in source or object form) made or conceived or reduced to practice or learned by me, either alone or jointly with others, during the term of my employment, whether or not in the course of my employment and whether or not patentable, copyrightable or protectable as trade secrets (collectively, the "Inventions").
- D. Assignment of Rights and Interest. I acknowledge and agree that any copyrightable works prepared by me within the scope of my employment are "works for hire" under the Copyright Act of 1976 of the USA and that Synopsys India will be considered the author and owner of such copyrightable works. I agree that all Inventions that (i) are developed using equipment, supplies, facilities or trade secrets of the Company, (ii) result from work performed by me for Synopsys India, or (iii) relate to the Company's business or actual or demonstrably anticipated research and development (the "Assigned Inventions"), will be the sole and exclusive property of the Company. In consideration of my employment with Synopsys India, I agree to assign, and do hereby irrevocably, unconditionally and in perpetuity assign, any and all rights I may have or acquire in the Assigned Inventions to Synopsys India. In addition to the foregoing assignment of Assigned Inventions to Synopsys India, I agree to assign, and do hereby irrevocably transfer and assign, to Synopsys India: (i) all worldwide patents, patent applications, copyrights, mask works, trade secrets and other intellectual property rights, including but not limited to rights in databases, in any Assigned Inventions, along with any registrations of or applications to register such rights; and (ii) any and all "Moral Rights" (as defined below) that I may have in or with respect to any Assigned Inventions. I also hereby forever waive and agree never to assert any and all Moral Rights I may have in or with respect to any Assigned Inventions, even after termination of my work on behalf of Synopsys India. "Moral Rights" mean any rights to claim authorship of or credit on an Assigned Inventions, to object to or prevent the modification or destruction of any Assigned Inventions, or to withdraw from circulation or control the publication or distribution of any Assigned Inventions, and any similar right, existing under judicial or statutory law of any country or subdivision thereof in the world, or under any treaty, regardless of whether or not such right is denominated or generally referred to as a "moral right."
- E. Assistance. I agree to perform all acts deemed necessary or desirable by Synopsys India to permit and assist it, at Synopsys India's expense, in obtaining, maintaining and enforcing patents, copyrights, mask work rights, trade secret rights, and other legal protections with respect to the Assigned Inventions and/or other Inventions I may at any time assign to Synopsys India in any and all countries. Such acts may include, but are not limited, to, execution of documents and assistance or cooperation in legal proceedings or to perfect title in Synopsys India, its nominee or assigns. My obligations under this paragraph will continue beyond the termination of my employment with Synopsys India, provided that Synopsys India will compensate me at a reasonable rate after such termination for time or expenses actually spent by me at Synopsys India's request on such assistance. I hereby irrevocably designate and appoint Synopsys India and its duly authorized officers and agents as my agents and attorneys-in-fact to act for and on my behalf and instead of me, to execute and file any applications or related filings and to do all other lawfully permitted acts to further the prosecution, maintenance and enforcement, issuance of patents, copyrights, trade secret rights,

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Phone : +91-80-40188000, Fax : +91-80-30523800

DocuSigned by:

Shilakala Arishikesh Reddy

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rights with respect to mask works or other rights thereon with the same legal force and effect as if executed by me.

- F. Prior Inventions. I have attached as Appendix A to this Agreement, a list describing all inventions, works of authorship, processes, services, concepts, techniques, know-how, formulae, data, ideas, improvements and other information (including, without limitation, algorithms, interfaces, data structures or software, whether in source or object form) made, conceived, or reduced to practice or learned by me, either alone or jointly with others, which belong to me, which relate in any way to the Company's proposed business, products or research and development, and which are not assigned to the Company (the "Prior Inventions"). If no such list is attached, I represent that no Prior Inventions exist. I further agree that, if I use in the scope of my employment, or incorporate in any product or service of the Company any Prior Inventions that I hereby grant the Company a nonexclusive, royalty-free, perpetual, irrevocable, assignable, worldwide license to make, have made, import, sell, modify and create works based on, use, copy, distribute, import, and perform or display such Prior Inventions for any purpose and to sublicense third parties with the same rights.
- G. Efforts; Duty Not to Compete. I understand that my employment with Synopsys India requires my undivided attention and effort. As a result, during my employment, I will not, without Synopsys India's express written consent, engage in any other employment or business that (i) directly competes with the current or future business of the Company; (ii) uses any Company information, equipment, supplies, facilities or materials; or (iii) otherwise conflicts with the Company's business interest or causes a disruption of its operations.
- H. No Solicitation of Employees. During my employment with Synopsys India and for one (1) year following the termination of my employment, I shall not, either directly or indirectly, solicit or in any way encourage any employee of the Company to leave his or her employment with the Company for any reason or to devote less than all of his or her efforts to the affairs of the Company, or to otherwise engage in any activity calculated to have such a result.
- I. Non-Solicitation of Suppliers/Customers. During and after the termination of my employment with Synopsys India, I will not directly or indirectly solicit or otherwise take away customers or suppliers of the Company if, in so doing, I use or disclose any trade secrets or proprietary or confidential information of the Company. I agree that the non-public names and addresses of the Company's customers and suppliers, and all other confidential information related to them, including their buying and selling habits and special needs, created or obtained by me during my employment, constitute trade secrets or proprietary or confidential information of the Company.
- J. No Breach of Prior Obligations. I represent that my performance of all the terms of this Agreement will not breach any invention assignment, proprietary information, confidentiality or similar agreement with any former employer or other party. I have not entered into, and I agree I will not enter into, any agreement, either written or oral, in conflict herewith. I further represent that execution of this Agreement, my employment with Synopsys India and my performance of my proposed duties to Synopsys India in the development of its business will not violate any obligations I may have to my former employer. I represent that I will not bring with me to Synopsys India or use in the performance of my duties for Synopsys India any documents, materials, or intangibles of a former employer or third party that are not generally available to the public or have not been legally transferred to the Company.

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DocuSigned by:

 Shilakala Arishikesh Reddy

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4. Equitable Remedies. I also understand that any breach of this Agreement related to the ownership or improper use, disclosure or misappropriation of a Party's proprietary, confidential or trade secret information, or inventions (including but not limited to the Proprietary Information defined above) will cause irreparable harm to the injured Party for which damages would not be an adequate remedy, and, therefore, the injured Party will be entitled to specific performance or other injunctive relief with respect thereto in addition to any other remedies and without any requirement to post bond.

5. No Expectation of Privacy in Electronic Resources or Workspaces. I acknowledge that I have no right of personal privacy with respect to the Company's electronic resources, which include but are not limited to all networking, computing, telephonic and other electronic systems to which I may be given access in connection with my employment, nor do I have any right of personal privacy in any workspace within Synopsys India's facilities. This means that Synopsys India can access, monitor or search any such electronic resource or workspace at any time, with or without notice.

6. Dispute Resolution

A. The Parties agree that at all times, all attempts shall be made to resolve all differences howsoever arising out of or in connection with your employment, by discussion. If within fifteen (15) days of the commencement of the discussions the dispute is not resolved the dispute shall be referred to arbitration, provided that:

- (i) Arbitration shall be conducted in accordance with the provisions of the Indian Arbitration and Conciliation Act, 1996 ("ACA");
- (ii) There shall be one arbitrator appointed jointly by the Parties within 30 days of the dispute, failing which the arbitrator shall be appointed as per the provisions of the ACA;
- (iii) All hearings shall be held in Bangalore and the language of the arbitration shall be in English.

B. I hereby agree to sign such additional documents or forms as may be required by Synopsys India (including under applicable law) in relation to reference of the dispute to arbitration.

C. Notwithstanding the aforesaid provisions, in the event of any breach or apprehended breach of employment provisions, Synopsys India shall be entitled, in addition to all other remedies, to approach a court of law for any interim relief or injunction, whether interlocutory or preliminary, restraining any such breach, without recourse to arbitration.

7. Heirs and Successors. This Agreement shall be binding upon me, my heirs, executors, assigns and administrators and shall inure to the benefit of Synopsys India, its successors and assigns. Synopsys India may assign any of its rights and obligations under this Agreement. I may not assign, whether voluntarily or by operation of law, any of my rights and obligations under this Agreement, except with Synopsys India's prior written consent.

8. Waiver. I understand and agree that no waiver of any provision of this Agreement shall be of any force or effect unless made pursuant to a writing executed by the Company's General Counsel.

9. Severability. If for any reason a court of competent jurisdiction finds any provision of this Agreement, or portion thereof, to be unenforceable, that provision of the Agreement will be enforced to the maximum extent permissible so as to effect the intent of the Parties, and the remainder of this Agreement will continue in full force and effect.

10. Choice of Law. This Agreement shall be governed by and construed in accordance with the laws of India.

11. Entire Agreement; Modification. This Agreement reflects the full and final agreement regarding its subject matter and there are no other agreements on these subjects. This Agreement supersedes any prior agreements, written or oral, regarding these subjects. This Agreement may be modified only by a written agreement signed by me and an authorized representative of Synopsys India.

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DocuSigned by:

 Shilakala Arishikesh Reddy

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12. Acknowledgment of Voluntary Agreement. By signing below, I acknowledge that I have carefully read and understand this Agreement and enter into it voluntarily and free from any duress or coercion.

13. Effective Date. This Agreement shall be effective as of the first day of my employment by Synopsys India.

DocuSigned by:
Chilakala Hrishikesh Reddy
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Candidate Signature:

Print Name: Chilakala Hrishikesh Reddy

On behalf of Synopsys India:

DocuSigned by:
Asha
643A2A74BDBE46A...
Signature

Print Name: Ramachandran, Asha (rasha-IN-PEOPLE)

Date: January 18, 2023 | 8:51:31 PM PST

Title: Senior Staffing Specialist




APPENDIX A TO AGREEMENT

LIST OF PRIOR INVENTIONS AND/OR ORIGINAL WORKS OF AUTHORSHIP

Title	Date	Identifying Number and Brief Description

_____ No Inventions or Original Works of Authorship

_____ **Additional Sheets Attached**

DocuSigned by:

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05th January, 2023

Palle Kamalesh

Department of Electronics and Communications ,
Chaitanya Bharathi Institute of Technology,
Hyderabad - 500075,

Dear Palle Kamalesh ,

Pursuant to our recruitment process, we are pleased to offer you an **Internship** for Five months at our **Hyderabad** branch.

1. Start date : 01st February, 2023
2. Job Description : You will be assigned a technology project and are required to submit a detailed project report at the end of the term.
3. Stipend : The stipend will be 10,000/- per month. On successful completion of training, the stipend will be retrospectively adjusted to 25,000/- per month.

It is accepted that you will keep the assigned work confidential and no business will be discussed with any person outside of organization other than with explicit consent by the organization.

On joining, you are expected to submit copies of the educational certificates for our record and agree to the non-disclosure policy of the company. Any tax liability arising out of your compensation should be borne by you as per applicable tax laws. The employment conversion can be evaluated based on your performance during the Internship and salary on employment will be as per industry standards.

Please confirm your acceptance of this Internship by duly returning a signed copy of this offer letter.

If you have any queries please write to our HR at hr@bizacuity.com or call @ + 91 40 431 11808

Welcome to BizAcuity and wishing you all the best.

Sincerely,



Prachi Kulkarni
HR Manager

Signed & accepted by

UNIVERSITY OF CENTRAL MISSOURI

LEARNING TO A GREATER DEGREE

Apr 24, 2023

Kethan Sai Nunna
H.No:5-114/A,Sundaraiah Nagar,Wyra
Khammam Telangana
India 507167

Your Student ID Number: 700758818

Dear Kethan Sai,

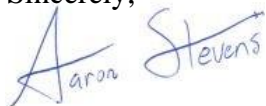
Congratulations! We are pleased to admit you to the M.S. degree program in Computer Science at the University of Central Missouri for the fall 2023 semester. You have been granted regular admission which means you have satisfied the University of Central Missouri's minimum English proficiency requirement. This program will be located at the Missouri Innovation Campus: KAN214F00100001.

Classes begin on August 14, 2023. **A mandatory orientation will be held beginning on August 7, 2023 that you must attend in order to enroll.** You will receive additional emails about orientation, arrival expectations, and other useful information to help you as you plan for your arrival to UCM.

Reminder – Prior to the start of the semester, all final official transcripts (evaluations) that meet GPA requirements, from all college/post-secondary institutions attended must be submitted. Additional testing may be required upon arrival.

Please include your student ID number in all future contact with this office. If you have any questions after reading through the material, please contact us at iss@ucmo.edu or by phone at (660) 543-4092. We wish you well as you begin your journey to the University of Central Missouri.

Sincerely,



Aaron Stevens
International Student Advisor, ISS
Designated School Official
University of Central Missouri
Phone: 660-543-4092



OPPORTUNITY IN ACTION

YOU'RE IN THE PACK!



Congratulations, Nagireddy!

The faculty, staff, and administration at California State University, San Bernardino, are thrilled to inform you of your offer of admission for **Spring 2024** in **MS-Info Sys& Tech-Bus Intel &Anly**. We congratulate you on your outstanding educational accomplishments.

Academic success is a partnership between you and our campus, and we are available to help you take the important next steps to join our Coyote family. The offer of admission is based on a combination of factors, including the information you reported on your application. CSUSB reserves the right to rescind your admission if all To-Do items are not completed by the deadline provided.

Please continue to check your MyCoyote portal at mycoyote.csusb.edu and use the My Tasks widget to find your To-Dos to check the status of your application, transcripts, supporting documents, and submission deadlines.

All new students must attend the International Student Orientation. The orientation will be hosted by the Center for International Studies and Programs and will help you get acquainted with your academic advisors, registration procedures, and available student services.

Follow up with your graduate program to ensure any conditions required by the department are met.

If you have any questions regarding admissions and would like to speak to an admissions representative, please call the International Admissions office at (909) 537-5288 Monday through Friday from 8:00 a.m.- 5:00 p.m.

Stay on track, stay connected, and complete the next steps for enrollment. Once again, congratulations, and welcome to the Pack!
Sincerely,



Stacia McCambridge

Director of International Admissions
and Student Financial Services

Term: Spring 2024

Coyote ID: 008510860

Residency: Foreign

nagireddy.nandipati0860@coyote.csusb.edu

SPRING 2024 NEXT STEPS ROADMAP

Prepare to be a
#Coyote4LIFE



FOLLOW US ON SOCIAL MEDIA!

 @CSUSBInternational

 @CSUSBINTL

 @CSUSBINTL

WE DEFINE THE
Future
 CSUSB



ACTIVATE
your MyCoyote account
via mycoyote.csusb.edu



SUBMIT
a financial statement to receive
your I-20



REVIEW
and clear any holds that
may prevent you from
registering



SUBMIT
all final official transcripts and
supporting documents from all
schools attended no later than
November 30 (Undelegate and
Graduate)



REGISTER
for courses [https://www.csusb.edu/
registrar/registration/registration-
dates](https://www.csusb.edu/registrar/registration/registration-dates)



VISIT
our International Education website for more information
on Orientation [https://www.csusb.edu/
international-
education/student-services/new-students/orientation](https://www.csusb.edu/international-education/student-services/new-students/orientation)



SoCtronics Technologies Pvt. Ltd.

3rd Floor, AYDIV IT Park, Sy. No.319 & 337 Partly
Puppalaguda Village, Rangareddy Dist.,Telangana – 500032
CIN – U72200TG2000PTC033921
Phone: +91 40 4392 9999 Fax: +91 40 4392 9998
E-mail: corporate@soctronics.com URL: www.soctronics.com

Appointment Letter

Date: 1st June, 2023

To

Pavan Kumar Reddy Bussa

Dear Pavan Kumar Reddy Bussa,

Sub: Appointment as Engineer Trainee pursuant to letter of intent (“**LOI**”) dated 24th August, 2022

We congratulate you on successful completion of your sponsored training at VEDA IIT, a Unit of The VEDA Educational Society (hereinafter referred to as “**VEDA IIT**” and shall include its successors and permitted assigns), and completing the joining formalities. In furtherance of your acceptance of the letter of intent and your successful completion of the sponsored training program, we are pleased to offer you the position of **Engineer Trainee** in SoCtronics Technologies Private Limited (“**SoCtronics**”). You will be located in **Hyderabad, India**. Your employment with SoCtronics will commence on **14th June, 2023**.

Your employment with us will be governed by the company terms and conditions set out in the Employment Terms & Conditions to be signed by you along with this letter on the day of your appointment. You will also be governed by any rules, regulations, policies and practices that may change from time to time. Additionally, you will be expected to sign the Business Protection and Confidentiality Agreement, IT and IT Assets Security Policy and Information Security Policies & Guidelines as a part of your joining process.

Duties:

You are required to undertake the duties as informed to you by SoCtronics and you will report to the assigned manager at the time of your joining.

As SoCtronics has a diverse customer base across the globe, during your service with SoCtronics, depending on the project requirements and customer requirements, you may have to visit or be present at a different geographical location (national/international) to support our customers and affiliated companies for which you shall be willing to take up the responsibilities as assigned from time to time. The detailed terms of employment are set out in the employment agreement executed between you and SoCtronics along with this Appointment Letter.

Total Compensation:

Your Total annual CTC will be **Rs.600000/- (Rupees Six Lakhs Only)** that consists of a salary of **Rs.552000/- (Rupees Five Lakhs Fifty Two Thousand Only)** payable in twelve equal instalments, and **Rs.48000/- (Rupees Forty Eight Thousand only)** as Annual Performance bonus that will be paid by the end of next appraisal cycle depending upon your individual performance meeting your team and project goals and the company's performance. The salary offered at any stage is to be treated as Cost to the Company (CTC) implying that it includes all direct and indirect benefits applicable at that time.



You will continue as Engineer Trainee for a period of one year from the date of joining and if your performance is found to meet and/or exceed expectations of SoCtronics, you will be promoted as Engineer 1 on the rolls of SoCtronics. Your salary revision will happen aligned to the company appraisal cycle usually 1st of April or later if the appraisal cycle is deferred across the company, taking into account the tenure with the company from date of joining to effective date of salary hike and performance during this tenure.

SoCtronics believes in nurturing and rewarding its key contributors. The salary offered is to be treated as Cost to Company (CTC) implying that it includes all direct and indirect benefits applicable at that time. During any appraisal, in the event that you are not meeting the performance expectations of SoCtronics, your movement to the next salary band shall get delayed by the commensurate time it takes for you to start meeting these expectations.

Your salary will be paid to you monthly and shall be paid net of applicable withholding taxes. Your salary is confidential information and should not be discussed with other employees of SoCtronics or its affiliated companies. Discussing your salary information with other employees of SoCtronics or its affiliated companies shall attract appropriate disciplinary action.

Upon your acceptance of this Appointment Letter, you also agree to abide by the policies and procedures set out in the Human Resource Guidelines of SoCtronics, as amended from time to time. You shall work conscientiously in the interests of the management and shall utilize ordinary prudence and intelligence in the discharge of your duties. Any violation of this norm shall constitute a gross misconduct resulting in the termination of services.

At SoCtronics, our long term success depends on both the results we achieved and the way we make the results happen. We set high standards for our people, our products and our processes. Quality must set us apart. We set high standards of personal integrity and ethics in all our business ventures.

Please confirm your acceptance of the Appointment Letter and the clauses therein, by signing the Appointment Letter in the space indicated and return one original signed copy to SoCtronics Human Resources at the earliest.



By signing and conveying your acceptance of terms of the Appointment Letter, you hereby agree to be bound by the terms of this Appointment Letter, the employment agreement and associated agreements which shall all form part of your employment with SoCtronics.

Sincerely,

For SoCtronics Technologies Pvt. Ltd.,

K. Naga Seetha

Authorised Signatory

I hereby and unconditionally accept all the above terms and conditions of this Appointment Letter and agree to be bound unconditionally by all the rules and regulations of SoCtronics, as applicable from time to time.

AGREED, ACKNOWLEDGED AND ACCEPTED

Name: Pavan Kumar Reddy Bussa

Signature:

Date: 14th June, 2023

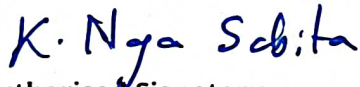
Salary Breakup

Name: Pavan Kumar Reddy Bussa

Designation: Engineer Trainee

Component	Per month	Per Annum
Basic	23,000	276,000
HRA	13,800	165,600
* LTA	5,669	68,024
A-Total Gross Salary	42,469	509,624
Medical & GPA Insurance Premium	625	7,500
Employer Gratuity contribution	1,106	13,276
Employer PF contribution	1,800	21,600
ESI	-	-
B-Total Retirals & Benefits	3,531	42,376
C- Total Annual CTC (A+B)	46,000	552,000

For SoCtronics Technologies Pvt. Ltd.



Authorised Signatory

Please sign your Acceptance (Sign & Date)

* Note: If the employee opts for Meal card or NPS or both, then these components will be part of Gross Salary with LTA reduced by the same amount.

Basic is 50% of CTC and is fully taxable component and is used as the base to compute other salary components such as HRA & PF.
House Rent Allowance ("HRA") is fixed at 60% of the Basic. As per Income Tax norms HRA is meant to pay for the rent towards residential accommodation. Exemption from tax is computed with reference to the actual rent paid by the employee towards the accommodation. Rent paid in excess of 10% of the Basic, subject to a maximum ceiling of HRA actually received would be non-taxable.
Leave Travel Allowance will be paid on a monthly basis as an allowance with tax deducted at source should you choose not to avail the tax benefit of fare reimbursement. In case you opt for the fare reimbursement facility to claim tax benefit, you will have to complete the LTA Fare Utilization Form available on tibs portal indicating your likely journey dates. The taxability or otherwise of LTA will be as per the Indian Income Tax Act, details of which will form part of the LTA Fare Utilization Form. LTA is tax exempt, twice in a block of four years. Reimbursement is restricted to II AC Rail or Economy Air within India only for self and immediate family
ESI fund, managed by ESIC, is applicable as per government norms to employees whose total gross monthly earning is Rs.21,000/- or less (currently, subject to change from time to time) to provide the cash and medical benefits to them and their family members. This fund is a contributory fund in which both the employer and employee contribute 3.25% and 0.75% respectively to make it a total of 4.0% of gross salary. After commencement of the ESI contribution period in case even if the salary is revised and accordingly exceeds applicable gross salary limit, ESI contribution and benefit shall continue till the end of contribution slab period i.e.30th Sep and 31st Mar.
Medical Insurance: The Company provides for Hospitalization Insurance of INR 2 Lakhs, covering you and 3 of your dependents – spouse and up to two children with a Floater policy. The premium for providing such coverage will be entirely borne by the Company. Any additional coverage (top-up) for the family or a separate additional policy for the parent(s)/ parents-in-law (either / or) will be at the option of the employee. The company will facilitate this in the form of group policies where-in the corresponding premium amounts will be recovered over three or four equal monthly installments, beginning the month of the first pay cheque for the employee. Such additional coverage is permitted only at the time of joining the Company or during the annual renewal of the policy.
GPA Insurance: Company provides Personal Accident Insurance coverage of INR 5 Lakhs, which provides for compensation in the case of loss of limbs, hearing or sight, permanent and temporary incapacitation, and death due to an accident. The cost of this insurance will be borne by the Company.
Gratuity: In addition to Gross salary, an amount, equivalent to 4.81% of the basic salary will be remitted to the Gratuity Fund maintained by the employee's Group Gratuity Trust directly by the Company as a cost component to Company. An amount, equivalent to approximately, half month's basic pay for every completed year of service calculated as per the last drawn basic salary at the time of separation, will be paid at that time from the Trust funds, if the employee is eligible for the same as per the Payment of Gratuity Act (1972). As per the prevailing tax laws, Gratuity paid as per the Payment of Gratuity Act up to INR 20 Lakhs is tax free at the time of disbursement.
Gratuity is payable only on completion of continuous service as specified by the Payment of Gratuity Act.
Further, in case of demise of employee during the service, even before completing the minimum stipulated service, gratuity for the period of completed service shall be paid to the nominee(s) of the Employee. Employee is also covered under a separate policy for future service gratuity which will be paid on demise of an employee, to the nominee(s) of the employee calculated for the remaining service period till the retirement age, as per the last drawn basic salary at the time of demise of the employee subject to a maximum amount of Rs. 20.00 Lakhs (Rupees twenty lakhs only).. Nominee details must be declared by the employee in HR records.
PF: Employers' contribution of 12% of the basic per month and an additional equivalent amount of Employee's contribution will be remitted to Provident Fund Department and will be in accordance with the provisions of Employee Provident Fund Act, 1952. You may choose at your discretion, to contribute an additional amount to Voluntary Provident Fund (VPF) on submission of an undertaking to Finance department to this effect.
Sodexo Meal Card: The Company provides for Sodexo Meal card option. You may opt for either Sodexo Cafeteria Card or Sodexo Open Meal card as applicable for your location. The details for this benefit will be provided on your joining, on the payroll portal.
The rules and requirements of the prevailing Income Tax Act will govern your personal Taxation. The Company will deduct Income Tax at source on a monthly basis depending on your declaration at the beginning of the financial year. You will also be required to provide necessary proof as per your declaration.



Annexure-B

JOINING FORMALITIES

As a part of your joining we require you to submit the below documents on the day of your joining.

JOINING FORMALITIES

At the Company we encourage our new joinees to join on Mondays at 9:00 AM excepting in the case of an emergency.

Please use the checklist below, for all MANDATORY documents, which need to be produced on the day of your joining. You are to inform us ahead of time of any issues pertaining to your joining or with respect to the documents that you will not be in a position to produce on the joining date. This will help us to plan accordingly.

- Copy of your offer acceptance
- Copy of your certificates starting from 10th to Graduation or highest degree.
- Relieving letter from previous organization
- Statement of income last drawn, preferably with a break-up
- Copy of Passport
- Copy of all the visas
- Copy of PAN Card
- Copy of Aadhar Card
- Four passport size photographs of self
- Your Blood Group
- Date of birth of dependents for Medclaim policy



October 06, 2022

Prithvi Sandeep Saladi
Flat no. 406, Mastana Mansion Apartment,
Widia Colony, Miyapur,
Near Miraj (Cine town) Theatres,
Hyderabad- 500049, Telangana India
prithvisaladi@gmail.com
7330789283

Dear Prithvi Sandeep Saladi:

We are pleased to offer you employment with Micron Technology Operations India LLP (**Micron**) on the terms set out in this offer letter and the accompanying Standard Terms and Conditions of Employment (**Standard Terms**) and Confidentiality and Intellectual Property Agreement.

1. Commencement

Your employment with Micron will commence on July 17, 2023. The commencement of your employment is subject to the conditions set out in **section 09** of this offer letter. If any of those conditions is not satisfied, then your employment with Micron will not commence and this offer of employment, if you have not accepted it, will automatically be deemed to have been withdrawn. If you have already accepted this offer, Micron may (notwithstanding any other clause in this Agreement) terminate this Agreement immediately without notice or any payment in lieu of notice.

2. Position

Micron will employ you on a full-time basis in the position of Associate Software Engineer, or such other position determined by Micron from time to time.

You will be based at the current Micron premises within a Special Economic Zone (SEZ) in Hyderabad, specifically at Floor 9th & 10th, Aquila by Phoenix - Block B, Survey No. 115/35, Nanakramguda Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad 500081, Telangana, India but you agree to work at other locations if required to do so by Micron from time to time.

You will report to the MANAGER - OPERATIONS & SUPPORT, IT PLM and will work under the direction of the person in that position, or such other position determined by Micron.

Micron may change these requirements from time to time at its discretion.

Please note that you have no authority to bind Micron in contract, except to the extent you are expressly authorised in writing to do so.

3. Term

Your employment is intended to be for an indefinite term, subject to:

- (a) your successful completion of a probationary period of six months (see **clause 2** of the Standard Terms), which period may be extended by Micron in its sole discretion for up to a further six months (such extended period(s) forms part of your probationary period);
- (b) the conditions, and rights of termination, set out in Annexure B of this letter (and Annexure B is deemed to be part of this letter);
- (c) if relevant, maintenance of the required visas and permits from the relevant government authorities to enable you to live and work with Micron in India; and
- (d) termination in accordance with **clause 6** of the Standard Terms and the requirements of applicable law.

The required period of notice for **clauses 6.1** and **6.1(b)** of the Standard Terms (which deal with the notice of termination to be given by the parties) is two months, or the period required by any applicable statute, whichever is greater.

Your employment with Micron will terminate automatically once you reach the mandatory retirement age of 60.

4. Hours

You must work full time during Micron's business hours as determined by Micron from time to time. However, you will need to be flexible about when you work and you will be required to work such additional hours as are necessary to perform your duties and responsibilities. You will not receive any additional payment for such work, because the possibility of such requirement is already reflected in your salary.

5. Remuneration

Fixed Salary

Micron will pay you a fixed salary (**Fixed Salary**) at the rate of INR 594000 per year. Your Fixed Salary will accrue pro-rata each day and will be paid monthly. Micron may, at its discretion, divide your Fixed Salary into separate pay components. At the time of this offer, your Fixed Salary is divided into the following pay components:

- (a) basic salary (**Basic Salary**) at a rate equal to INR 297000 per year; and
- (b) allowances equal to, annually:
 - (i) House rent allowance INR 118800
 - (ii) Special allowance INR 178200

Your Fixed Salary includes payment for all hours you work (whether part of ordinary working hours or not) and public holidays (whether you work on those days or not), to the extent permissible by law.

Micron may review the amount of your Fixed Salary from time to time in accordance with Micron policy/practice.

Discretionary Allowances

Micron will pay you the following discretionary allowances:

- (a) Medical expense allowance INR15,000 per year
(payable monthly on a pro-rata basis)
- (b) Leave travel allowance* INR41,000 per year
(*The amount of the allowance will be pro-rated if not employed for the full tax year. Micron will pay you an amount equal to a pro-rata amount of the allowance monthly. In order for the payments to qualify as a leave travel allowance to avail tax exemptions under Indian law, you must submit, subject to and in accordance with Micron policy, eligible expenses for reimbursement against the amounts paid. Any amounts paid in excess of the amount of eligible expenses validly reimbursable to you as a leave travel allowance will be regarded as a cash bonus and will be subject to tax.)

These allowances are discretionary and are not guaranteed. Micron may rescind, change or replace these allowances, including their amount and the basis upon which they are paid, at any time at its sole discretion.

Discretionary Incentive Pay

You will be entitled to participate in Micron's discretionary incentive pay plan as applicable to your position from time to time. The payment and amount of any incentive pay is subject to the rules of the plan at the time and payment is not guaranteed. Without limiting the above, Micron may rescind, change or replace the terms of the plan, your entitlements under them and the payments to be paid in respect of them at any time at its sole discretion.

For information purposes, your current full-year discretionary incentive pay target is 10% of your Fixed Salary.

Employee Provident Fund

Micron's present practice is to contribute to the provident fund at the rate of 12% of your Basic Salary. You are required to make an equal contribution. Please note that Micron reserves the right to increase or decrease the amount of contributions payable within statutorily permissible limits, without the need to compensate you for any downward adjustments. Similarly, upward adjustments may also be made without increasing your overall remuneration. In no case will the contributions be less than that required by law. Micron's exercise of these rights will be in its sole discretion. Contributions will be paid in accordance with the rules of the applicable plan and Micron policy.

Sign-On Bonus

Micron will pay you a one-time gross sign-on bonus of INR 100000 after you commence employment with it (**Sign-On Bonus**). You must repay Micron the gross amount of the Sign-On Bonus if you give notice of your resignation or Micron terminates your employment for misconduct, absenteeism or any other violation of Company policy before you complete one year of service.

You authorise Micron to withhold from your final pay, to the extent permitted by law, the amount owed to Micron and you agree to sign whatever further authorisation may be required by Micron at the time to give effect to this. If the amount you owe Micron is greater than the amount withheld (if any), you must pay the balance in full to Micron within 30 days from the date on which your employment terminates. If you fail to repay the balance of the Sign-On Bonus within the time set out above and it is necessary for Micron to take legal action against you to recover such amount, you agree to reimburse Micron for all costs incurred by Micron to collect such amounts, including attorneys' fees and court costs.

A summary of your current target compensation is set out in Annexure A, for information purposes only.

You will be solely liable for your personal tax liabilities and Micron makes no assurances that your remuneration has been structured in the most tax efficient manner or that the tax treatment applicable to certain emoluments, allowances or benefits will continue for all of your employment. Without limiting Micron's discretion to revise the components of your Fixed Pay, the components of your remuneration may need to be revised from time to time in keeping with regulatory developments or otherwise, and Micron will not be liable for any additional tax liability which you may face due to such revisions.

6. Leave

You will be entitled to leave (including vacation leave and sick leave) subject to and in accordance with applicable law and Micron policy from time to time.

7. Discretionary Benefits

Micron may, at its discretion, from time to time provide you with other benefits. Micron may cease providing these benefits or change the basis on which it provides them at its discretion and you do not have an entitlement to continue to receive these benefits or to receive any other payment or benefit in lieu.

Unless you are advised otherwise in writing, any benefit or compensation apart from your Fixed Salary will be a discretionary benefit to which this clause applies.

Micron's current discretionary benefits include:

Insurance

Micron will make available to you and your eligible family members coverage under group insurance plans. Eligibility for coverage and the terms of coverage will be subject to the rules of the relevant policy/policies and any other requirements of the insurer as amended from time to time.

Policies with respect to Micron's discretionary benefits are listed online on Micron's internal intranet – MicronNow / PeopleNow – and in the Micron Team Member Handbook (**Handbook**) for Micron India team members. You can also find the most up-to-date version of this Handbook through MicronNow /

PeopleNow. Team members are responsible for keeping informed about any changes to this Handbook and to the benefits described on MicronNow / PeopleNow.

8. Additional Contractual Terms

The accompanying Standard Terms are incorporated into this offer letter and they, and the accompanying Confidentiality and Intellectual Property Agreement, form part of the terms of your employment.

You acknowledge also that Micron insists you not violate any confidentiality or other obligations that you owe to your prior employers and/or any third parties, and that you avoid creating any potential implication or appearance of wrongdoing. You must not take, use, or disclose any proprietary, confidential, or trade secret information (including hardcopy or electronic files, information, documents, or other materials) from any prior employer and/or any third party in connection with your employment at Micron.

Micron also insists that you do not retain any potentially confidential, proprietary, or trade secret materials from any prior employer and/or any third party. To the extent you have not done so already, please take this opportunity to search your personal email, cloud, and devices to ensure that you do not download, take, or retain – even inadvertently – any nonpublic business files or documents from any prior employer and/or any third party. If you locate any such files or documents, please return and/or delete them (as provided by your contracts with prior employers and/or any third parties) as soon as possible, so that you do not possess any such files or documents on the day you begin work for Micron.

Based on the foregoing, you represent that your employment with Micron will not breach any agreement to protect confidential information, knowledge, or data acquired by you in confidence or in trust prior to becoming an employee of Micron, and you will not use, access, or disclose to Micron, or induce Micron to use or disclose, any such confidential information or material belonging to any prior employer and/or any third party. Further, you agree that in the event you believe at any time that your work with Micron would make it difficult for you to not disclose to Micron any confidential information or materials belonging to any prior employer and/or any third party, you will immediately inform Micron via email at new_hire_cert@micron.com and to your supervisor at Micron.

9. Conditions on this Offer

This offer of employment and your commencement of employment with Micron is conditional upon:

- (a) if necessary, you obtaining the required employment and/or visa approvals from the relevant government authorities to enable you to work with Micron in India;
- (b) your completion of all required applicant procedures, including but not limited to application materials and transcripts;
- (c) if required by Micron, certification by Micron's appointed medical practitioner that you have passed with satisfactory results a pre-employment medical check-up conducted by such medical practitioner, which will include a chest x-ray if deemed necessary, and are fit for employment; and
- (d) satisfactory completion of reference and/or background checks that may include verification of your educational, employment or salary history. Should you fail to produce to Micron the required documentation or if any information furnished by you proves to be false, misleading or inaccurate, any offer of employment by Micron may be withdrawn and, if already accepted, Micron may (notwithstanding any other clause in the Standard Terms) terminate your employment immediately without notice or any payment in lieu of notice.

Please note that all Micron sites must observe U.S. export control rules that control information that may be provided to persons from *Cuba, Iran, North Korea, Sudan, and Syria*. Micron understands that you are NOT a citizen of any of these countries (even at a secondary level, such as "dual" citizenship with a new country). *If you are a citizen of, or hold dual citizenship with any of these countries, you must inform HR immediately*, to permit us to request an export control license for you if necessary.

This offer is valid for seven (7) working days from the date stated above. To accept Micron's offer, please sign this offer letter, the attached Standard Terms and the Confidentiality and Intellectual

Property Agreement and return them to Human Resources within this time-frame. If these documents are not signed and returned by you within this time-frame, this offer of employment will lapse automatically.

Yours sincerely



Sharmila Khan
Director, Regional Business Partner - (India)

To: Micron Technology Operations India LLP

I, Prithvi Sandeep Saladi, have read this offer letter, and the accompanying Standard Terms and Confidentiality and Intellectual Property Agreement, and agree to accept this offer of employment.

Signature

Date (mm/dd/yyyy)

**ANNEXURE A - CURRENT ANNUAL TARGET COMPENSATION AND BENEFITS OUTLINE
(FOR INFORMATION PURPOSES)**

Compensation

Fixed Salary

- Basic Salary INR 297000
- House Rent Allowance INR 118800
- Special Allowance INR 178200
- Total INR 594000

Employer Provident Fund Contributions INR 35640

Discretionary Allowances

- Medical Expense Allowance INR 15000
- Leave Travel Allowance INR 41000

Discretionary Incentive Target INR 59400

TOTAL **INR 745040**

*Hyderabad Benefits**

Public Holidays	10 days per calendar year
Vacation Leave	15 days per calendar year, pro-rata in the first calendar year of service (pro-rated at a rate of 1.25 days per month)
Sick Leave	12 days per calendar year
Casual Leave	12 days per calendar year, pro-rata in the first calendar year of service (pro-rated at a rate of 1 day per month)
Death-in-Family	3 days per occurrence, in the event of a death of an immediate family member
Maternity Leave (female team members)	26 weeks if fewer than 2 surviving children; 12 weeks if two or more surviving children
Paternity Leave (male team members)	5 days for the birth of each child
Marriage Leave	5 days per occurrence
Insurance	Medical Insurance (employee & eligible dependents), and Life and Personal Accident Insurance (employee only)

**All benefits other than those statutorily required are discretionary and are provided subject to the terms and conditions of Micron policy from time to time.*

ANNEXURE B

Bachelor's Degree – Engineer

1. A Bachelor's Degree is a pre-requisite for your ongoing employment.
2. You must submit to the HR Department of Micron by August 31, 2023, an original copy of the notification of examination results issued by the Registrar of your college or university, stating that you have passed the final examination for the Degree of Bachelor of Engineer.
3. You must also submit an original copy of the official transcript of academic record for your Degree and the Degree scroll upon conferment to the HR Department of Micron by October 31, 2023.
4. If you do not obtain your Degree at the required level within the required time and/or are required to repeat any part of your course, Micron reserves the right to terminate your employment in accordance with **clauses 2.4** and **6** of the Standard Terms.
5. You will keep Micron duly informed of any delay in the completion of the above Degree program. Any delay may result in the termination of your employment as provided for in paragraph 4 above.

STANDARD TERMS AND CONDITIONS OF EMPLOYMENT

These Standard Terms together with the accompanying offer letter and Confidentiality and Intellectual Property Agreement set out the terms and conditions on which Micron offers you employment.

1 Your Duties

1.1 You must:

- (a) perform to the best of your abilities and knowledge the duties assigned to you by Micron from time to time, whether during or outside its business hours, at such places as Micron requires and for Micron or any of its Related Companies as required by Micron;
- (b) serve Micron faithfully and diligently to the best of your ability and comply with all lawful directions of Micron from time to time and use all reasonable efforts to promote the interests of Micron and act in Micron's best interests;
- (c) devote your time and attention during Micron's business hours exclusively to the discharge of your duties except as may be permitted in writing by Micron;
- (d) comply with all laws applicable to your position and the duties assigned to you and comply with all of Micron's rules, regulations, policies and procedures which Micron may vary and/or adopt from time to time. Micron may adopt, vary or rescind these rules, regulations, policies and procedures from time to time in its absolute discretion and without any limitation (implied or otherwise) on its ability to do so; and
- (e) report to the person or persons nominated by Micron from time to time.

1.2 Without limiting your duties to Micron, during your employment you must not:

- (a) act in conflict with Micron's best interests; or
- (b) engage in any business or activity, whether in competition with Micron or not without the prior written approval of Micron.

1.3 Micron may require you to provide evidence confirming to the satisfaction of Micron that you are not in breach of **clause 1.2(b)**.

1.4 You acknowledge that the restrictions specified in **clause 1.2** are, in the circumstances, reasonable and necessary to protect Micron's legitimate interests.

1.5 You agree that, without the need to terminate the employment relationship, Micron may: modify or remove your assigned duties; or transfer you to another position, department or place of work, without additional compensation

to you, in accordance with Micron's needs. Any such change will not be deemed to violate the terms of this Agreement or constitute any basis for constructive or involuntary termination of employment.

2 Probationary Employment

2.1 This **clause 2** applies only if the accompanying offer letter states that your employment is subject to a probationary period.

2.2 During this probationary period, you will have an opportunity to ascertain whether you are satisfied with the job and you must satisfy Micron that you have the qualities necessary for, and are capable of performing, those duties assigned to you at the level required by Micron.

2.3 Your employment will be assessed by Micron during the probationary period. If your employment (conduct, performance, etc.) has been satisfactory to Micron and to you, your employment will be confirmed and will continue in accordance with the terms of this Agreement. If this is not the case your employment will either be extended on probation or cease at the end of the probationary period unless it is terminated earlier in accordance with **clause 2.4** below.

2.4 During the probationary period, you or Micron may terminate your employment by giving 15 days' notice or by Micron paying you a sum equal to your Fixed Salary for 15 days in lieu of notice. If the probationary period is extended beyond six months, then the relevant notice period (and payment in lieu) will be one month.

3 Travel

You must make such journeys on the business of Micron and its Related Companies as may be reasonably required by Micron, using such transport as Micron determines.

4 Expenses

Micron will reimburse you for all work-related expenses:

- (a) properly incurred by you in execution of your responsibilities and duties (including, without limitation, travel, accommodation, entertainment and telephone expenses);
- (b) substantiated to the reasonable satisfaction of Micron, whether by production of receipts or otherwise;
- (c) which are approved by an authorized Micron representative; and
- (d) are otherwise incurred and claimed in accordance with applicable Micron policy.

5 Leave

5.1 You are required to notify Micron immediately of every absence from work and its probable duration. Upon request by Micron, you must promptly provide Micron with reasons for the absence.

5.2 Micron may require you to be examined by a medical practitioner nominated by Micron, who will provide a report to Micron, the disclosure of which you hereby consent to, in respect of any illness or injury for which you take paid or unpaid sick leave.

6 Termination

6.1 Your employment may be terminated at any time:

- (a) by you giving to Micron the required period of notice in writing as set out in the accompanying offer letter (Micron will have the sole discretion to allow you to pay Fixed Salary in lieu of your notice period or waive the same); or
- (b) by Micron giving to you the required period of notice set out in the accompanying offer letter or by paying you an amount equal to your Fixed Salary in lieu of notice for that period or in part by giving you notice and in part by making a payment to you in lieu of notice.

6.2 Micron may terminate your employment for reasons of unsatisfactory performance, redundancy, financial difficulties or business restructuring, loss of faith or confidence, etc., or for no reason at all.

6.3 During the periods of notice provided for in **clauses 6.1**, Micron may, at its discretion, require you to:

- (a) not attend for work or contact any customers or clients; and/or
- (b) perform duties which are different to those which you were required to perform during the rest of your employment with Micron, provided only that you have the necessary skills and competencies to perform the duties.

6.4 Your employment may be terminated by Micron at any time with immediate effect, without notice or any payment in lieu thereof:

- (a) if you are guilty of misconduct, including, without limitation:
 - (i) wilfully, or deliberately, behaving in a way that is inconsistent with the continuation of the contract of employment;
 - (ii) commission of any act or omission that causes imminent, or serious, risk to:

(A) the health or safety of a person; or

(B) the reputation, viability or profitability of Micron's business;

(iii) in the course of your employment, engaging in theft, fraud misappropriation of property or assault;

(iv) intoxication at work; or

(v) refusing to carry out a lawful and reasonable instruction;

(vi) repeated failure to comply with lawful directions of Micron and its officers;

(vii) habitual unauthorised absence or unauthorised absence for a period exceeding 3 days.

(b) if you engage in conduct that could bring you or Micron into disrepute, including but not limited to acceptance or offering of illegal gratification;

(c) if you materially or habitually neglect your duties;

(d) if you breach any material provision of this Agreement or your Confidentiality and Intellectual Property Agreement; or

(e) on any other ground for which Micron would be entitled to terminate your employment without notice at law.

6.5 Your employment with Micron will terminate automatically once you reach the mandatory retirement age of 60.

6.6 Micron is a member of the Responsible Business Alliance (**RBA**) and complies with the RBA Code of Conduct (**Code**). If, at the time you give notice of termination, the Code requires a cap on the amount which may be due from you in the event Micron agrees to allow you to pay Fixed Salary in lieu of your notice period, then Micron will apply the cap that applies at the time. The current cap under the Code is 60% of your monthly Fixed Salary.

6.7 Any resignation submitted by you in accordance with the terms set under **section 3** of the accompanying offer letter and **clauses 2.4** and **6.1** of these Standard Terms Agreement must be accepted by Micron to become effective. Once accepted, your resignation cannot be withdrawn by you without the express consent of Micron.

6.8 If you are unable by reason of continued ill-health, sickness, accident, disability or injury for a period of 6 months or more to perform your roles and duties hereunder, Micron may at its discretion terminate your employment.

6.9 Micron may suspend you with pay while investigating any matter which Micron believes could lead to Micron exercising its rights under

clause 6.4 or taking any other disciplinary action.

- 6.10 On termination of your employment, you must immediately hand over responsibilities to a person nominated for that purpose by Micron. You must also deliver to such person all papers, documents and other property of Micron and its Related Companies that may be in your possession, control or power (including but not limited to any phones, computers, vehicles, etc. provided by Micron).
- 6.11 Termination under **clause 6** does not affect any accrued rights or remedies of Micron in respect of any breach or default by you.
- 6.12 The rights of termination under **clause 6** apply according to their terms and are not limited by any other term of this Agreement (including implied terms).
- 6.13 You agree and accept that any statutory or other "last in first out" rule or any modifications thereof will not apply in the event of termination of your employment for any reason whatsoever.

7 What Happens After the Termination of Employment

- 7.1 If your employment is terminated for any reason Micron may set off any amounts you owe Micron (including deductions for the cost of repair or replacement of property issued to you) against any amounts Micron owes you at the date of termination except for amounts Micron is not entitled by law to set off.
- 7.2 Your obligations regarding non-disclosure of confidential information, protection of intellectual property, and any other provisions that are meant to survive termination of this Agreement, that are contained in this Agreement or the Confidentiality and Intellectual Property Agreement, will survive the termination of your employment.

8 Remuneration

- 8.1 Micron may, at its discretion, change the pay components that comprise your Fixed Salary, provided that it may not reduce the amount of your Fixed Salary and the Basic Salary will not in any circumstance comprise less than 50% of your Fixed Salary.
- 8.2 Micron may recover from your Fixed Salary any overpayments made to you in respect of any payment made to you by Micron.

9 Compliance

The exercise of or compliance with any discretion, right or obligation under this Agreement is subject to compliance with all applicable laws.

10 Data Protection

You consent to Micron holding and processing data relating to you for legal, personnel, administrative and management purposes and in particular to the processing of any "sensitive personal data" (as defined in the Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011) relating to you. You agree to Micron making such information available to third parties on a need to know basis. You also consent to the transfer of such information to Micron's business contacts within or outside India in order to further Micron's business interests.

11 Employee Surveillance

You agree and understand that Micron may use various modes to ensure that the internet communication systems provided to you are used in an appropriate manner. These may include scanning, reading, inspection, scrutiny of emails sent and received and websites visited or created by you. You acknowledge that you do not have any expectation of privacy when using Micron's resources. For the avoidance of doubt, and for the limited purpose of safeguarding Micron's confidential and proprietary information, Micron will have the right to monitor any personal or official e-mail or social media forum that maybe accessible to you from Micron's resources, including but not limited to Gmail, Facebook, Twitter, Instagram, etc. Micron also reserves the right to monitor its employees using various security measures including but not limited to closed circuit television systems. These maybe installed on Micron's premises overtly or covertly to ensure that the employees do not participate or propagate any activities which are or could be prejudicial to Micron's business interests, or which could bring it into disrepute.

12 Warranty

You warrant that:

- (a) you have not entered into, and will not enter into, any agreement in conflict with this Agreement or your employment with Micron;
- (b) you having provided Micron with information that is true and complete in all respects;
- (c) your employment with Micron will not violate any agreement with, or rights of, any third party;
- (d) you have not been arrested, or convicted of, or cautioned for, or charged but not yet tried with any offence or crime or other similar legal action and there is no lawsuit, arbitration, administrative or other proceeding, disciplinary action, governmental or any other investigation

pending or, to the best of your knowledge, threatened against you;

- (e) you have not been the subject of any adverse court judgment which threatens your solvency or substantially compromises your financial security.
- (f) except as expressly authorized by Micron in writing, you will not use or disclose your own or any third party's confidential information or intellectual property when acting within the scope of your employment or otherwise on behalf of Micron; and
- (g) you have not retained anything containing any confidential information of a prior employer or other third party, whether or not created by you.

13 Severability

Part or all of any clause of this Agreement that is illegal or unenforceable will be severed from this Agreement and the remaining provisions of this Agreement continue in force.

14 Waiver

The failure of either party at any time to insist on performance of any provision of this Agreement or to fail to exercise a right under this Agreement is not a waiver of its right at any later time to insist on performance of that or any other provision of, or exercise that or any other right under, this Agreement.

15 Additional Remedies

Notwithstanding anything contained in this Agreement, in addition to any remedy available to Micron, whether provided herein or conferred by statute, civil law, common law, custom, trade, or usage, Micron will be entitled to obtain an injunction against you from a civil court of competent jurisdiction.

16 Successors and Assigns

Micron will have the right to assign this Agreement and all covenants and agreements herein will inure to the benefit of and be enforceable by such successors and assigns. This Agreement is personal to you and cannot be assigned by you.

17 Entire Agreement

This Agreement and the Confidentiality and Intellectual Property Agreement:

- (a) constitute the entire agreement between the parties as to their subject matter; and
- (b) in relation to that subject matter, supersede any prior understanding or agreement between the parties and any prior condition, warranty, indemnity or representation imposed, given or made by a party.

18 Headings

Headings are for ease of reference only and do not affect the meaning of this Agreement.

19 Alteration and Exercise of Rights

This Agreement may only be altered in writing signed by each party. Micron reserves the right, in the event of there being any variance in any terms and conditions of employment or in such policies and direction that may be circulated and communicated to you, to construe such variance in the manner that best reconciles such difference having regard to the objectives and purpose of your employment under this Agreement. Micron's construction and reconciliation of such variance will be final. The exercise of any right or discretion by Micron under this Agreement or in connection with your employment is in its absolute discretion and is not subject to any implied restrictions (including any implied term of mutual trust and confidence).

20 Governing Law

This Agreement is governed by the law applicable in India and the parties irrevocably and unconditionally submit to the exclusive jurisdiction of the courts of Bangalore, India.

21 Definitions

21.1 **Agreement** means these Standard Terms and the accompanying offer letter.

21.2 **engage in** means to participate, assist or otherwise be directly or indirectly involved as a member, shareholder (other than a shareholding of less than five percent (5%) in a company listed on any recognised stock exchange), unitholder, director, consultant, adviser, contractor, principal, agent manager, employee, beneficiary, partner, associate, trustee or financier.

21.3 **Related Companies** means Micron's parent and subsidiary companies and corporations, and their respective subsidiary and parent companies and corporations that may be formed from time to time.

Unless the context otherwise requires, terms defined in the accompanying letter have the same meaning in these Standard Terms and vice versa.

Name

Signed and Dated (mm/dd/yyyy)

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 04/11/2023

Rajiv Koppiseti

C11881207

**Asvini Amarisa apartment, Block 8-2f, Kalasathamman Koil St, Kanu Nagar, Ramapuram, Chennai, Tamil Nadu, 600089
8500995689**

Dear **Rajiv Koppiseti**,

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

Job Profile - Packaged App Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , which shall be completed, without any delay or extension, within the course timeline as prescribed by the college/institution/university, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

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

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

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

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

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

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

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

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

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

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

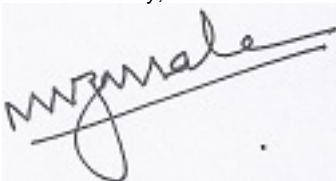
After accepting this Offer, we encourage you visit Countdown to the Company-

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

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

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

Yours sincerely,



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

ACKNOWLEDGED AND AGREED

Rajiv Koppiseti

ANNEXURE I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000/-
(B) Individual Performance Bonus (IPB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 6,400/-
Notional Insurance Premium paid by Company	INR 14,300/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 461200/-

(E)##Additional Discretionary Reimbursements	
One-time WFH Assistance reimbursement	INR 18,000/-
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

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

(A) Annual Fixed Compensation

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

TDS is deducted as applicable from your Income.

(B) Individual Performance Bonus (IPB)

You will be eligible to participate in the FY23 (September 2022 to August 2023) Individual Performance Bonus (IPB) Programme. Your

indicative pay-out can range from **0%** to **8.5%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C)Joining Bonus:

You would receive a discretionary joining bonus of INR **25,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the first month's salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the full amount of joining bonus amount shall become payable by you and shall be repaid on termination of your employment/separation from the Company. You agree that any dues payable by you on termination/separation from the Company as aforesaid shall be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you agree to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Note: For International Worker Only*

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

Benefits applicable for current Company financial year:

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

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

1. Medical:

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

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

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

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

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

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

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

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

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

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

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion. Currently, the discretionary WFH benefits as mentioned in Annexure 1 (E) are available for our people until August 31, 2023 as per the company guidelines, provided such employees have joined/onboarded with Accenture before August 31st 2023.

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

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

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

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of INR 2500.00/-, to be reimbursed on actuals along with appropriate supporting bills towards the following:

- Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.
- Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
- Expenses towards movement of one vehicle including Road Tax / Octroi.
- Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates regarding your relocation assistance, 30 days before Date of joining from the onboarding team.

All the expenses would have to be claimed as a one- time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type - Other Expense - Sub Type- Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

GST Clause:

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

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

General Tax:

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

ANNEXURE II

Mandatory documentation at the time of onboarding:

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

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

ANNEXURE IV - DECLARATION

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

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

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

ACKNOWLEDGED AND AGREED:

Rajiv Koppiseti

Date:

Disclaimer

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

14 February 2024

QUT Student Number: 12113654
(Please quote this number in all correspondence)

Mr Rishabh PEREWAR
C/- BEC Global Pvt Ltd
SUGUNA BUILDING, 3RD FLOOR,
707 AVINASHI ROAD,
COIMBATORE 641018
INDIA

Dear Mr Rishabh PEREWAR

Your application to study at *Queensland University of Technology (QUT)* has been successful and we are pleased to offer you the following study program:

- IN20 Master of Information Technology.

Details of your study program are listed on the following pages.

The **Important Information** page provides important information about studying at QUT.

The **Accepting your offer** page provides information to assist you with accepting your offer.

Congratulations on choosing QUT to further your education.



Vice-President (Administration) and University Registrar

Course Details

Course:	<u>IN20 Master of Information Technology</u>
CRICOS course code:	083059E
Campus:	Gardens Point
Study mode:	Full-time - Internal
Commencement intake:	Semester 2, 2024 (SEM-2-2024)
Course start:	22 July 2024
Expected completion:	30 June 2026
Duration:	2 years
Study period duration:	4 study periods
Study period tuition fees (indicative):	AUD\$19,300.00
Annual fees (indicative):	AUD\$38,600.00

Conditions

To finalise your acceptance in the above study program you must satisfy the following conditions and requirements:

- A copy of the final year marksheets for your Bachelor of Engineering undertaken at Osmania University.
- An IELTS (Academic) English language test result of at least 6.5 overall (no subscore less than 6.0). TOEFL iBT, PTE (Academic) and Cambridge Advanced English tests are also accepted, the required scores are detailed on the relevant QUT Course information page and go to the Requirements tab for International students.

Course Information

Please review the details of your course including [course requirements](#) on QUT's website.

Important Information

Course Fees

The Tuition Fees detailed in this letter are indicative fees for a standard full time Study Period. The actual tuition fees that you will be charged will be based on your unit enrolment and the published fees for that year. Tuition fees are reviewed and indexed annually. Please note some units may incur additional costs for non-tuition fee items such as uniforms, equipment or participation in course related activities.

Please ensure that you have read QUT's fee and refund policy. A copy is included with this letter.

ESOS

International student visa holders have specific rights under the Education Services for Overseas Students (ESOS) Act 2000 and National Code 2018. Further information is available from the Australian government website.

Overseas Student Health Cover

It is a student visa requirement that you have Overseas Student Health Cover for the duration of your visa. You cannot apply for a student visa without having health insurance in place.

If you intend to study on a non-student visa, please ensure you have adequate health insurance that meets the conditions of your visa.

Financial Capacity

You are required to have access to sufficient funds to cover the full cost of your stay in Australia for the duration of your studies. Full cost includes tuition fees, study costs and living expenses. Please refer to the following QUT websites for more information to help you estimate your full study costs and the cost of living in Brisbane.

Your Offer

This offer replaces any preceding offers you may have been issued. If you defer your commencement to a future date, your eligibility will be re-assessed against the entry requirements for new commencement dates.

For students studying onshore this offer is made based on you obtaining a visa or maintaining your current visa. If your visa changes you must notify QUT.

Appeals and Reviews

QUT is committed to promoting a harmonious and fair environment for study, research and learning. Our student grievance resolution procedures outline the processes and contacts for different types of grievances, including our independent Student Ombudsman service. Students who are dissatisfied by the University's management of a grievance may apply to external agencies, such as the Queensland Ombudsman, for an external review.

This offer, and the availability of complaints and appeals processes in University rules, policies and procedures, does not remove your rights to take action under the Australian Consumer Law.

Study Period and Course Dates

The Course Start date included in the offer letter are anticipated dates at the time this offer was issued. For the latest information on course start dates, including teaching duration, please visit the Academic Calendar.

Getting Prepared

To help you to Get Prepared, information is available regarding arrival in Brisbane, airport reception and accommodation, orientation and support services offered by QUT.

A compulsory Orientation Program is held prior to your class commencement where you will learn about the university and its services, prepare yourself for tertiary study and determine your enrolment program.

Currently studying in Australia

If you currently hold an Australian student visa and are seeking to transfer to QUT, you need to follow the transfer procedures and policies of your education provider. You must submit evidence your provider has released you to study at QUT when you accept this offer, if your transfer to QUT is within your education providers' restricted period.

Accepting Your Offer

Conditional Offer

The conditions on your first Course Details page must be satisfied before you can accept your offer.

When do I need to accept my offer by?

Check our [key dates](#) to find out when you need to accept your offer. Your offer will lapse after this date.

Sponsorships

If you are obtaining a non-QUT scholarship or sponsorship for your studies, please provide a copy of your Financial guarantee or scholarship letter from your sponsoring organisation. Financial guarantees must be on official letterhead addressed to QUT, and must include:

- the student's full name
- the course or courses for which the sponsorship is approved
- the duration of the sponsorship
- whether Overseas Student Health Cover is included.

Acceptance Payment

Your Acceptance Payment includes the following charges. We will provide information about how to pay after you have met all conditions stated in this letter.

Total Acceptance amount:	AUD\$20,857.15
Deposit for IN20 Master of Information Technology:	AUD\$19,300.00

Overseas Student Health Cover

Total Acceptance OSHC to pay:	AUD\$1,557.15
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QUT is arranging the following OSHC for you with Medibank Private:

OSHC type:	Single
OSHC Start Date:	08-Jul-2024
OSHC End Date:	30-Aug-2026
OSHC months:	26 months

Overseas Student Health Cover premiums are quoted based on 2023 rates. The premium is valid for payments received before 31 March 2024. New premium rates will apply after this date.

International Student Refund Policy

Date: November 2019

Version 3.0

1. OVERVIEW

- 1.1. This policy outlines QUT's principles and guidelines for international student refunds.
- 1.2. This policy complies with the Education Services for Overseas Students (ESOS) Act 2000.
- 1.3. In accordance with QUT policy E7.1 & 'Student Fees and Charges', International students are required to pay tuition fees. An international student is defined as a student who is not:
 - a citizen of Australia or New Zealand; or
 - an Australian permanent visa holder.

2. REFUNDS

English Language Courses (including Packages)

- 2.1 English language courses include all General English, English for Academic Purposes and University Certificates in Tertiary Preparation Programs
- 2.2 A student who withdraws from an English language course, including those withdrawing due to their failure to meet the offer/progression conditions of the next course in their pathway:
 - before the first day of classes for the teaching period will be charged a cancellation fee of \$5,000 or the balance on the student account, whichever is the lower;
 - on or after the first day of classes for the teaching period, will be charged 100% of the tuition fees for that teaching period; plus a cancellation fee of \$5,000 or the balance on the student account, whichever is lower.

Courses other than English Language Courses

- 2.3 A student who withdraws from any course other than an English language course, including those withdrawing due to their failure to meet the offer/progression conditions of the next course in their pathway:
 - before or on the census date of the teaching period will be charged a cancellation fee of \$5,000 or the balance on the student account, whichever is lower;
 - after the census date of the teaching period, will be charged 100% of the tuition fees for that teaching period; plus a cancellation fee of \$5,000 or the balance on the student account, whichever is lower.

Special Circumstances

- 2.4 A student who withdraws from a course and accepts a new offer to study at QUT, within twelve months of the course withdrawal date, will be exempt from the cancellation fee. A cancellation fee may be reversed and used towards the deposit of accepting a new offer to study at QUT within 12 months of the course withdrawal date.
- 2.5 A continuing student who withdraws from their course after completing 48 credit points, or six months full-time (or equivalent pro rata) for research time based students, of a foundation program, diploma or degree course will be exempt from the cancellation fee.
- 2.6 A student may apply with their refund application to have the cancellation fee reduced to \$500 if they can provide independent, certified evidence of:
 - a student visa refusal; or
 - unexpected serious illness or other compassionate grounds, such as death in the immediate family; or
 - unexpected political, civil or natural events.
- 2.7 A student who withdraws from a QUT Online course is exempt from the cancellation fee.
- 2.8 A sponsor who pays for a student's fees through a financial guarantee or sponsorship arrangement with QUT will be exempt from the cancellation fee.
- 2.9 A student who is provided with conditional acceptance and a conditional Confirmation of Enrolment and subsequently does not meet the conditions will be exempt from the cancellation fee.
- 2.10 A student may apply for withdrawal without financial penalty in special circumstances for tuition fees by submitting an application in accordance with the instructions contained on the QUT website.

3. OFFER WITHDRAWN BY QUT

- 3.1 If an offer of a place is withdrawn by QUT on the basis of incorrect or incomplete information supplied by the applicant/student, QUT reserves the right to charge a cancellation fee of \$5,000.

4. SPONSORED STUDENTS

- 4.1 Sponsored students fees are subject to the fee and refund conditions contained in this policy.
- 4.2 QUT will charge sponsors directly for each study period in which the sponsored student is enrolled and for which there is a valid financial guarantee or sponsorship agreement.
- 4.3 The sponsored student will be liable for any tuition fees for which there is no valid financial guarantee or sponsorship agreement or if the sponsor does not pay fees to QUT by the due date. In these circumstances, sponsored students will be subject to the same conditions for non-payment of fees in accordance with clause 7 of the International Student Fee Policy.

5. REQUEST TO TRANSFER

5.1 Students approved to transfer to another education provider are subject to the fee and refund conditions contained in this policy

6. EXCLUSION

- 6.1 The following conditions will apply to students who are excluded from their course for academic performance or misconduct:
- If the event that led the exclusion occurred before the census date of the teaching period, the student will be eligible for a full refund of tuition fees for that teaching period and all future teaching periods;
 - If the event that led to the exclusion occurred after census date of the teaching period, the student will be charged a retention fee of 100% of the tuition fees for that teaching period

7. AUSTRALIAN PERMANENT RESIDENCY

- 7.1 If Australian Permanent Resident status is obtained before the Census date of the teaching period in which the student is enrolled, they will be considered for a Commonwealth Supported Place or full fee paying domestic place in the same course subject to availability of places, course quotas and the fulfilling the requirements stated in clause 7.2.
- 7.2 Students must provide documentary evidence of their Australian Permanent Resident status (visa date stamp in passport) and pay fees up front by the census date for the teaching period. Students who are offered a Commonwealth Supported Place must also complete a Request for Commonwealth Assistance form by the census date of their first teaching period.
- 7.3 If a student fails to successfully complete all necessary requirements detailed in clause 7.2 by the Census date of the teaching period, they will remain an international student liable for international student tuition fees for that teaching period.

8. PROVIDER DEFAULT

- 8.1 In the unlikely event that QUT is unable to deliver a course as offered, the deposit and any other tuition fees paid by student for that course will be refunded in full within 14 days after the agreed starting day of the course or within 14 days after the notification that the course is no longer offered and the student has confirmed they wish to seek a refund for any unexpended portion of pre-paid tuition fees for the course.
- 8.2 In the unlikely event that QUT is unable to fulfil its obligations in 8.1, the Tuition Protection Service (TPS) will assist the student in finding an alternative course or get a refund from QUT. TPS (tps.gov.au) is an initiative of the Australian Government to assist international students whose education providers are unable to fully deliver their course of study.

9. PAYMENT OF REFUNDS

- 9.1 Requests for tuition fee refunds must be submitted on the appropriate refund application form together with any relevant supporting documentation.
- 9.2 Refunds are paid in Australian dollars to the source account from which the student's original payment was made.
- 9.3 Refunds will be paid within 28 days of receipt of a complete refund application with all required supporting documentation.
- 9.4 Students who have paid extra fees may keep the credit balance in their account to offset tuition fees payable for the next teaching period.
- 9.5 English language students with package offers who meet the English language entry score for their principal course at QUT but who have paid for more English language classes, can have the unused portion of their tuition fees credited towards their principal course.
- 9.6 Where a student is no longer studying at QUT, has a credit balance on their account, has no future enrolment or future valid offer and has not requested a refund, QUT will attempt to refund the balance to the source account from which the student's original payment was made within six months after the end of the student's last enrolled teaching period.

Sponsored Students

- 9.7 Refunds relating to payments made by sponsors on behalf of sponsored students will be returned to the sponsoring body.

Overseas Student Health Cover

- 9.8 Requests for refunds of Overseas Student Health Cover (OSHC) by onshore students must be made directly to the student's OSHC provider. Offshore students and sponsored students should contact QUT for OSHC refund requests.

10. REVIEW PROCESS

- 10.1 If a student is not satisfied with the outcome of a University decision made under this policy, the review process described in QUT's policy E/9.2 Grievance Resolution procedure for Student Related Grievances will apply. In the first instance, an appeal of a decision under this policy, should be directed to the Director, Student Business Services. If the student is still not satisfied with the outcome the student should contact the Student Ombudsman.
- 10.2 This written agreement, and the right to make complaints and seek appeals of decisions and action under various processes, does not affect the rights of the student to take action under the Australian Consumer Law if the Australian Consumer Law applies.

Acceptance Terms & Conditions

1. I declare that I am a genuine student who intends to obtain a successful educational outcome by undertaking this course at QUT.
2. I declare that the information provided in my application, acceptance of offer form and supporting documentation is correct and complete. I understand that the University Registrar reserves the right to withdraw my admission or terminate my enrolment where false or misleading information has been provided, or where QUT has reason to believe that I am not a genuine student or genuine temporary entrant.
3. I declare that I have access to sufficient funds to cover the full cost of my stay in Australia for the duration of my studies. I understand that full cost includes tuition fees, study costs and living expenses (including dependents).
4. I understand that I must meet my financial commitments in a timely manner in order to continue my studies at QUT. I understand that there is no obligation on QUT or the Australian Government to help me if I require financial assistance and that non-payment of my tuition fees to QUT will result in cancellation of my enrolment.
5. I understand that after I have admitted to QUT all official communication will be sent to my student email account. I must ensure that I regularly monitor my student email account for important messages from QUT.
6. I have read and understood QUT Course progress policy and procedures available at:
<https://qutvirtual4.qut.edu.au/group/student/study/grades-reviews-and-academic-issues/international-students-course-progress>
7. I am not an Australian citizen or Permanent Resident, or citizen of New Zealand, nor hold an Australian Permanent Humanitarian Visa, and will advise the Manager, Admissions immediately in writing if I gain Australian Permanent Resident status, New Zealand citizenship or an Australian Permanent Humanitarian visa.
8. I understand that I am required to advise QUT of my address, mobile number (if any), email address (if any) and emergency contact details in Australia within 7 days of my arrival, and that I must update my personal contact and/or emergency contact details if they change at any time during my enrolment, within 7 days of the change.
9. I will abide by the conditions of my visa for studying in Australia, and where I am granted a student visa, I will undertake to maintain my Overseas Student Health Cover (OSHC) for the duration of my visa and understand that by paying my OSHC to QUT, this payment and my details will be forwarded to Medibank Private. I therefore agree to enter into and be subject to the terms and conditions of the Medibank OSHC policy. I can access this policy at www.medibank.com.au
10. I authorise QUT to check details of my migration status (study and/or work entitlements) with the Australian Government.
11. I have read and understand QUT's International Student Fee and Refund Policy and I agree to abide by the attached policy.
12. I will abide by the QUT policies and procedures available at <http://www.mopp.qut.edu.au>.
13. I understand that QUT collects personal information for admission and enrolment purposes and that any information I provide to QUT may be made available to Commonwealth and State Government agencies (eg. for the allocation of a CHESSN). All personal information collected by QUT is managed in accordance with the QUT Information Privacy Policy. I have noted how QUT manages students' personal information, and practices for disclosure, which can be found at <https://www.qut.edu.au/additional/privacy/student-privacy-at-qut>
14. In addition to the disclosure practices described there, I hereby consent to disclosure by QUT of my personal information to other external agencies such as hospitals, law enforcement agencies, court officers and similar, where necessary to enable QUT to provide student welfare services to me. I further consent to external agencies providing my personal information, including health information, to staff of QUT's International Student Services unit to enable QUT to provide student welfare services to me.
15. I acknowledge and agree that QUT may release personal information pertaining to my application, enrolment, and academic results to my registered education agent and/or home institution where an agreed articulation arrangement exists with QUT.
16. Additional declaration for sponsored/scholarship students only:
 - a) I authorise QUT to release any information relating to my studies to my sponsor/scholarship provider (or authorised representative) including academic monitoring and progression status.
 - b) I understand that I am not permitted to change my course at QUT without receiving prior written approval from my sponsor/scholarship provider (or authorised representative).
 - c) I understand that if I am a sponsored student and my sponsor/scholarship provider declines to make payment, I will be personally liable for payment of tuition fees in accordance with the tuition fee policy.



Deloitte Consulting India Private Limited
Deloitte Tower, Survey No. 41, Gachibowli Village,
Ranga Reddy District, Hyderabad - 500032, Telangana,
India

Tel: +91 040 67621000
www.deloitte.com

Mr. Gurram Saiteja
Hno 9-9-33/2, Reddy Colony, Saroornagar,
Hyderabad, 500059
India

Subject: Offer of Employment

Dear Gurram Saiteja:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **July 3, 2023**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 600,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **July 3, 2023**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **July 3, 2023**, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within pre-defined boundary if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:00 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Gurugram and Bengaluru.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Gurram, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited

Best regards,

DocuSigned by:
Pooja Madnani
A7DDC6B1F38D41F...
By: _____
Signature

Authorized Signatory

Acceptance

I, **Gurram**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

Signature

Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.05.30 06:24:50 -07:00

Annexure A

Mr. Gurram Saiteja

Analyst

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	17,500	210,000
House Rent Allowance (HRA)	8,750	105,000
Special Allowance ^{1a & 1b}	11,867	142,404
Leave Travel Allowance ²	1,750	21,000
Differential Allowance	5,833	69,996
Meal Card ³	2,200	26,400
Employer's contribution to PF	2,100	25,200
Total Salary (in Rs.)	50,000	600,000
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium ⁴	3,014	36,167

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.
All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

Annexure A

¹All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Fuel & Maintenance Expenses as per eligibility mentioned below:

**Employee Level -
Analyst**

^{1a}*Communication Expenses*

^{1b}*Fuel Expenses*

Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.

Petrol / Driver / Insurance / Repairs & Maintenance

Rs./₹3,000/- per month

Rs./₹7,500/- per month

^{1a} The internet/telephone/mobile bills should be in the Employee's name.

^{1b} For claiming vehicle running expenses (Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current prerequisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		Two Wheelers
	<= 1600 cc	> 1600 cc	
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above Senior Staff are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

² The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

³ Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

⁴ Annual Floating Medical Insurance Coverage for self and 6 dependents is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Consulting India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India** (the "Employer") as **Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. Pre-existing Agreements or Arrangements. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of Proceedings. Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity*.

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial

interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. Authorization to Access Systems and Electronic Communications and use of Deloitte Property. I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a *Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the *Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. Security. I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of Works.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. Pre-existing Creations; Personal Creations. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B**, and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- Employment Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- Employment Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3) years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: Personnel and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated; (b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing

services to, with, or on behalf of the *Deloitte Entity*.

16. Post- Employment Restrictions re: Deloitte Property. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d) I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a *Deloitte Entity* to remove such *Deloitte Property*.

OTHER POST- EMPLOYMENT OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licensor of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- Employment Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15, to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

DocuSigned by:
For Deloitte Consulting India Private Limited
Pooja Madnani
A7DDC6B1F38D41F...

Talent

Authorized Signatory

Effective as of **July 3, 2023**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

Signature

Name



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.05.30 06:24:50 -07:00

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information (*PII*) or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the “Deloitte U.S. Firms”), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited (“DTTL”) or any member firm of DTTL or affiliate thereof (collectively, the “DTTL Member Firms”) or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term “control” (including the terms “controlled by” and “under common control with”) means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information*, *Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a *Deloitte Entity*, and (3) it does not result from any work performed by me and the *Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity*.

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any *Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United States Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my *Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the *Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations, Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations, Pre-existing Agreements or Arrangements*

<u>Title</u>	<u>Date</u>	<u>Brief Description</u>
--------------	-------------	--------------------------

Signature

Date

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Consulting India Private Limited

DocuSigned by:
Pooja Madhani
A7DDC6B1F38D41F...

Talent

Its: *Authorized Signatory*

Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.05.30 06:24:51 -07:00

An *Authorized Signatory's* signature is required only if *Pre-existing Creations* or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that *Pre-existing Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the *Intellectual Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

Signature

Name

Date

EXHIBIT D

Exceptions to Post-Employment Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-Employment Restrictions
re: Clients

No, I do not have
Post-Employment Restrictions
re: Clients

Name of Client Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

Deloitte Consulting India Private Limited

DocuSigned by:
Pooja Madhani
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Talent

Its: Authorized Signatory _____
Date

I have read and understood the above policy terms.

Signature Name Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10

Sealed Time: 2023.05.30 06:24:51 -07:00

An Authorized Signatory's signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an Authorized Signatory indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Consulting India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in

accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **90 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment

Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.

- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
- Excessive personal use of the Employer’s telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer’s policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)’s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer’s Intranet site i.e.

<https://deloittenet.deloitte.com/Pages/Home.aspx> for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **July 3, 2023**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

Signature

Name



Mr. Gurram Saiteja
Hno 9-9-33/2, Reddy Colony, Saroornagar,
Hyderabad, 500059
India

Training Agreement

Dear Gurram:

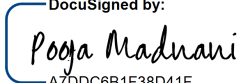
On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Analyst** pursuant to the terms and conditions of your offer letter dated **July 3, 2023**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.

We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Consulting India Private Limited**

DocuSigned by:

By: _____
A7DDC6B1F38D41F...
Signature

Authorized Signatory



PRIVATE AND CONFIDENTIAL

January 17, 2023

Sami Shaik
The Church of Salvation, Naya Nagar Colony, Kodad, Telangana.Kodad,
Telangana 508206
India

Dear Sami Shaik,

It is indeed a pleasure to welcome you to **PepsiCo Global Business Services India LLP** ("The Organization") as an integral member of the team. We look forward to working together towards achieving PepsiCo's vision, to be the global leader in convenient foods and beverages by winning with purpose.

This is to confirm our offer to you for the position of **Graduate Engineering Trainee - IT**, to be based at **Hyderabad** -IND. Please find enclosed a copy of our offer to join. Please review the same and agree to the terms & conditions stated online, once you join us, for our records.

Please do not hesitate to contact us if there is anything we can do to ensure that your transition to our Organization is as smooth as possible.

Regards,

A handwritten signature in blue ink that reads "Avantika Susan Nigam".

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,

Telangana 500075. Tel: +91 40 7136 9000



January 17, 2023

Sami Shaik
The Church of Salvation, Naya Nagar Colony, Kodad, Telangana.Kodad,
Telangana 508206
India

Dear Sami,

We are pleased to confirm our offer to join "**PepsiCo Global Business Services India LLP**" ("The Organization") as a **Graduate Engineering Trainee - IT**. The primary terms and conditions are as follows:

Your appointment will be effective from the date of joining which shall not be later than **August 7, 2023** and you are being employed to work from and report to our office unit on 15th Floor, Tower B in Special Economic Zone located at SY No 107, Laxmi Infobahn, Kokapet, Hyderabad, Telangana- 500075 on the Joining Date.

1. Place of Work:

On joining, you will be required to relocate to Hyderabad or to any place within commuting distance of the office within 30 day's of the Joining Date. During the course of your employment with the Organization, your services are liable to be transferred, seconded or deputed to any of the divisions, branches or companies belonging to, or affiliated to, or associated with the Organization either existing as of date or which may come up in future from time to time. Such transfer, secondment or deputation may be within India or overseas. It is further clarified that except the relocation expenses and transport benefits (as per policy) offered by the Organization, all other expenses for to and fro office will be borne by the employee.

2. Compensation and Allowances:

The Total Fixed Pay offered to you is INR **985,817.00** per annum. This includes statutory retirals. The Target Variable pay offered to you is INR **91,953.00** and the pay-out is subject to your meeting the performance criteria as per the organization's annual bonus policy. The details of the compensation offered are attached in Annexure A.

In the event that, prior to your first anniversary of your Date of Joining, you resign from your employment for any reason or your employment is terminated by the Organization for reasons detailed under this Appointment letter (i) you will be entitled to retain only that portion of the sign-on cash bonus determined by multiplying the sign-on-cash bonus by a fraction, the numerator of which will be the number of whole months that have elapsed

from your Start Date to your termination date and the denominator of which will be 12 (such amount, the "Earned sign-on cash bonus"), (ii) you will promptly repay PepsiCo any portion of the sign-on cash bonus already paid to the extent it exceeds the Earned sign-on cash bonus and (iii) you will forfeit any unpaid portion of the sign-on cash bonus.

3. Medical:

You and your immediate family members, consisting of spouse, dependent children, will be covered under the Organization medical scheme on any hospitalization subject to a limit of Rs. 4,00,000 (governed by the Medical Insurance Policy.)

4. Annual Leave:

You are entitled to Annual leave in accordance with Organization policy.

5. Termination:

Your services with the Organization can be terminated by either side, without assigning any reason, by giving 60 (sixty) days' notice in writing ("Notice Period"). Upon resignation, you will be required to serve the full Notice Period. Any leave taken during Notice Period will be added to the Notice Period. The Organization reserves the right to terminate employment of an employee, for any reason whatsoever, by giving notice as applicable or 'Basic Pay' in lieu of the notice period as applicable, for the level. In case of gross misconduct, negligence, fraud, embezzlement or misappropriation, employment may be terminated by the Organization forthwith without any notice or compensation in lieu thereof.

6. Non-Disclosure:

You acknowledge and agree that unauthorized disclosure of the confidential information or trade secrets of the Organization or any of its affiliates would cause irreparable loss and damage to Organization, and that you shall, besides being liable to be terminated of your employment on this account, will also be liable to be proceeded against for such relief, including but not limited to, damages.

7. Non-Compete:

In signing this Offer and Appointment letter, you agree that during the period of twelve (12) months following the termination of this agreement, you shall not:

- (a) Provide services for or be employed by, whether as an employee, director, consultant or otherwise, any entity that materially competes with beverage or snacks business of the Organization, or any entity associated or affiliated with the above businesses, in the U.S., India, Thailand, or any other countries with respect to which you have performed services for the Organization or any of its affiliates.
- (b) Solicit or endeavor to entice away from the Organization or any of its affiliates any employee, or any other person engaged by the Organization or its affiliates, (whether or not such a person would commit any breach of contract by reason of leaving the service of the Organization or its affiliates), or any customer of the Organization or its affiliates.
- (c) Disclose to any unauthorized person or persons or misuse confidential information or trade secrets of the Organization or any of its affiliates.

8. Termination Payments:

As consideration for the Organization paying your relocation expenses, notice period, sign on cash bonus if any, or any other incidental expenses, you agree that if you voluntarily leave the Organization to join another Organization within a period of twelve (12) months, then as per the Organization's policy/ies, you will be required to repay the Organization such expenses or allowances, as applicable. Further, you understand and agree that any amount you owe the Organization, for whatever reason (including amounts related to the repayment of relocation expenses or allowances), at the time you terminate your employment will be deducted, in whole or in part, from your last pay check(s) and/or expenses reimbursement.

9. Governing Laws:

Your right to any compensation or benefit referenced in this Appointment letter will be determined under the terms of the applicable plan or program. In the event of a dispute, this Offer and Appointment letter shall, for all purposes, be governed and construed in accordance with the law of India, without reference to principles of conflicts of laws.

10. Retirement:

You will retire from services of the Organization on the day you complete the age of 60 years or such age as decided by the Organization from time to time.

11. Safety:

The employee agrees that during the term of Appointment, he shall comply with the safety policy / norms prescribed by the Organization from time to time. In case of non-compliance / breach of any terms and conditions of the safety policy/norms, the Organization shall be entitled to take such action as deemed fit by the Organization and/or as per applicable law, including termination of the employment with the Organization.

12. Code of Conduct:

You will adhere, at all times, to the Organization's Code of Conduct, all Organization policies and to the laws and regulations of any country in which you work.

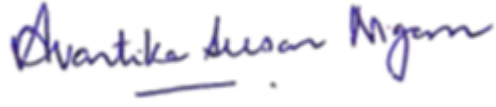
13. The Organization conducts background checks on all new employees. All employment confirmation is subject to satisfactory completion of the background verification.

14. Acceptance:

You have read, understood and accepted the conditions of your employment outlined above. By clicking "Accept" at the next prompt, you will be electronically accepting the terms and conditions of this Letter of Understanding, thereby acknowledging and confirming that you have read and understand the terms and conditions contained herein. You thereby agree to all of the terms and conditions contained therein, including any additional policies, agreements, and addendums located on pages following this signed letter. Furthermore, you are aware that by affixing your electronic signature, it is a legally binding equivalent of your handwritten signature and that in future you may not repudiate the meaning of your electronic signature.

We are happy to welcome you to our Organization and look forward to you building a mutually beneficial long-term association with the Organization.

Regards,



Avantika Susan Nigam
Head of HR

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Telangana 500075. Tel: +91 40 7136 9000



PRIVATE AND CONFIDENTIAL

ANNEXURE A

Name of Candidate: Sami Shaik

External Title – Function: Graduate Engineering Trainee-IT

DOJ: August 7, 2023

Component	Details/Linkage	Amounts in INR p.a.
Basic Salary	Basic Pay is 40% of GBS Fixed Pay	INR Rs394,327.00
Flexible Compensation	This amount can be apportioned to HRA, LTA, NPS, Telecom Reimbursement and other components as per employee choice	INR Rs525,204.00
GBS Base Pay	Annual Guaranteed Cash	INR Rs919,531.00/Yr.
Provident Fund (PF) - Employer Contribution	12% of Basic	INR Rs47,319.00
Gratuity	4.81% of Basic	INR Rs18,967.00
GBS Fixed Pay	Sum of all components above	INR Rs985,817.00
Annual Bonus	Performance linked payout Annual payment for the year is pro-rated basis the month of joining for employees joining before 1st Oct and joinees on 2nd Oct and after are not eligible for that year's bonus	INR Rs91,953.00
GBS Total Cost to Company	Sum of PepsiCo Fixed Pay & Variable Pay	INR Rs1,077,770.00

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Deloitte Consulting India Private Limited
Opposite to Meenakshi Tech park, 4th Floor,
Survey No 41, Gachibowli Village, Ranga
Reddy, Hyderabad, Telangana - 500032

Tel: +91 040 67621000
www.deloitte.com

November 09, 2023

To Whom It May Concern

This is to certify that **Mr. G Shashi Yadav (Employee ID - 00807071)** is employed with our organization since **July 03, 2023** and is currently designated as **XIN-DC ANALYST**.

As declared by the employee, his residential address as per our records is:-

Hno-7-11-29, Srinivasa Colony,
Near Shivalayam Temple,
Gadwal, Telangana, 509125, IN

Below is the office location details:

Deloitte Towers, Meenakshi Techpark,
Survey No. 41, Gachibowli Village, Ranga Reddy District,
Hyderabad, Telangana - 500032

We are not responsible for receiving employee's personal documents or communications via post or courier at our office address.

This certificate is issued to him only to serve as current proof of employment with us.

Sincerely,

For Deloitte Consulting India Private Limited

Date: 11.09.2023; 23:52:50 IST

Executive Manager
Employee Life Cycle Events
Core Talent Services
ushydhrecc@deloitte.com



PRIVATE AND CONFIDENTIAL

January 17, 2023

Srikar Thodupunuri
H.No: 8-16/1, MEDAK ROAD, 502255 CHEGUNTA, Telangana 502255
India

Dear Srikar Thodupunuri,

It is indeed a pleasure to welcome you to **PepsiCo Global Business Services India LLP** ("The Organization") as an integral member of the team. We look forward to working together towards achieving PepsiCo's vision, to be the global leader in convenient foods and beverages by winning with purpose.

This is to confirm our offer to you for the position of **Graduate Engineering Trainee - IT**, to be based at **Hyderabad** -IND. Please find enclosed a copy of our offer to join. Please review the same and agree to the terms & conditions stated online, once you join us, for our records.

Please do not hesitate to contact us if there is anything we can do to ensure that your transition to our Organization is as smooth as possible.

Regards,

A handwritten signature in blue ink that reads "Avantika Susan Nigam".

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

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Telangana 500075. Tel: +91 40 7136 9000



January 17, 2023

Srikar Thodupunuri
H.No: 8-16/1,MEDAK ROAD, 502255CHEGUNTA, Telangana 502255
India

Dear Srikar,

We are pleased to confirm our offer to join “**PepsiCo Global Business Services India LLP**” (“The Organization”) as a **Graduate Engineering Trainee - IT**. The primary terms and conditions are as follows:

Your appointment will be effective from the date of joining which shall not be later than **August 7, 2023** and you are being employed to work from and report to our office unit on 15th Floor, Tower B in Special Economic Zone located at SY No 107, Laxmi Infobahn, Kokapet, Hyderabad, Telangana- 500075 on the Joining Date.

1. Place of Work:

On joining, you will be required to relocate to Hyderabad or to any place within commuting distance of the office within 30 day’s of the Joining Date. During the course of your employment with the Organization, your services are liable to be transferred, seconded or deputed to any of the divisions, branches or companies belonging to, or affiliated to, or associated with the Organization either existing as of date or which may come up in future from time to time. Such transfer, secondment or deputation may be within India or overseas. It is further clarified that except the relocation expenses and transport benefits (as per policy) offered by the Organization, all other expenses for to and fro office will be borne by the employee.

2. Compensation and Allowances:

The Total Fixed Pay offered to you is INR **985,817.00** per annum. This includes statutory retivals. The Target Variable pay offered to you is INR **91,953.00** and the pay-out is subject to your meeting the performance criteria as per the organization’s annual bonus policy. The details of the compensation offered are attached in Annexure A.

In the event that, prior to your first anniversary of your Date of Joining, you resign from your employment for any reason or your employment is terminated by the Organization for reasons detailed under this Appointment letter (i) you will be entitled to retain only that portion of the sign-on cash bonus determined by multiplying the sign-on-cash bonus by a fraction, the numerator of which will be the number of whole months that have elapsed from your Start Date to your termination date and the denominator of which will be 12

(such amount, the “Earned sign-on cash bonus”), (ii) you will promptly repay PepsiCo any portion of the sign-on cash bonus already paid to the extent it exceeds the Earned sign-on cash bonus and (iii) you will forfeit any unpaid portion of the sign-on cash bonus.

3. Medical:

You and your immediate family members, consisting of spouse, dependent children, will be covered under the Organization medical scheme on any hospitalization subject to a limit of Rs. 4,00,000 (governed by the Medical Insurance Policy.)

4. Annual Leave:

You are entitled to Annual leave in accordance with Organization policy.

5. Termination:

Your services with the Organization can be terminated by either side, without assigning any reason, by giving 60 (sixty) days’ notice in writing (“Notice Period”). Upon resignation, you will be required to serve the full Notice Period. Any leave taken during Notice Period will be added to the Notice Period. The Organization reserves the right to terminate employment of an employee, for any reason whatsoever, by giving notice as applicable or ‘Basic Pay’ in lieu of the notice period as applicable, for the level. In case of gross misconduct, negligence, fraud, embezzlement or misappropriation, employment may be terminated by the Organization forthwith without any notice or compensation in lieu thereof.

6. Non-Disclosure:

You acknowledge and agree that unauthorized disclosure of the confidential information or trade secrets of the Organization or any of its affiliates would cause irreparable loss and damage to Organization, and that you shall, besides being liable to be terminated of your employment on this account, will also be liable to be proceeded against for such relief, including but not limited to, damages.

7. Non-Compete:

In signing this Offer and Appointment letter, you agree that during the period of twelve (12) months following the termination of this agreement, you shall not:

- (a) Provide services for or be employed by, whether as an employee, director, consultant or otherwise, any entity that materially competes with beverage or snacks business of the Organization, or any entity associated or affiliated with the above businesses, in the U.S., India, Thailand, or any other countries with respect to which you have performed services for the Organization or any of its affiliates.
- (b) Solicit or endeavor to entice away from the Organization or any of its affiliates any employee, or any other person engaged by the Organization or its affiliates, (whether or not such a person would commit any breach of contract by reason of leaving the service of the Organization or its affiliates), or any customer of the Organization or its affiliates.
- (c) Disclose to any unauthorized person or persons or misuse confidential information or trade secrets of the Organization or any of its affiliates.

8. Termination Payments:

As consideration for the Organization paying your relocation expenses, notice period, sign on cash bonus if any, or any other incidental expenses, you agree that if you voluntarily leave the Organization to join another Organization within a period of twelve (12) months, then as per the Organization's policy/ies, you will be required to repay the Organization such expenses or allowances, as applicable. Further, you understand and agree that any amount you owe the Organization, for whatever reason (including amounts related to the repayment of relocation expenses or allowances), at the time you terminate your employment will be deducted, in whole or in part, from your last pay check(s) and/or expenses reimbursement.

9. Governing Laws:

Your right to any compensation or benefit referenced in this Appointment letter will be determined under the terms of the applicable plan or program. In the event of a dispute, this Offer and Appointment letter shall, for all purposes, be governed and construed in accordance with the law of India, without reference to principles of conflicts of laws.

10. Retirement:

You will retire from services of the Organization on the day you complete the age of 60 years or such age as decided by the Organization from time to time.

11. Safety:

The employee agrees that during the term of Appointment, he shall comply with the safety policy / norms prescribed by the Organization from time to time. In case of non-compliance / breach of any terms and conditions of the safety policy/norms, the Organization shall be entitled to take such action as deemed fit by the Organization and/or as per applicable law, including termination of the employment with the Organization.

12. Code of Conduct:

You will adhere, at all times, to the Organization's Code of Conduct, all Organization policies and to the laws and regulations of any country in which you work.

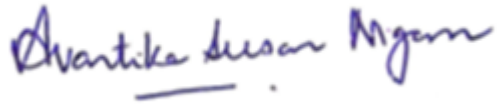
13. The Organization conducts background checks on all new employees. All employment confirmation is subject to satisfactory completion of the background verification.

14. Acceptance:

You have read, understood and accepted the conditions of your employment outlined above. By clicking "Accept" at the next prompt, you will be electronically accepting the terms and conditions of this Letter of Understanding, thereby acknowledging and confirming that you have read and understand the terms and conditions contained herein. You thereby agree to all of the terms and conditions contained therein, including any additional policies, agreements, and addendums located on pages following this signed letter. Furthermore, you are aware that by affixing your electronic signature, it is a legally binding equivalent of your handwritten signature and that in future you may not repudiate the meaning of your electronic signature.

We are happy to welcome you to our Organization and look forward to you building a mutually beneficial long-term association with the Organization.

Regards,



Avantika Susan Nigam
Head of HR

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Telangana 500075. Tel: +91 40 7136 9000



PRIVATE AND CONFIDENTIAL

ANNEXURE A

Name of Candidate: Srikar Thodupunuri

External Title – Function: Graduate Engineering Trainee-IT

DOJ: August 7, 2023

Component	Details/Linkage	Amounts in INR p.a.
Basic Salary	Basic Pay is 40% of GBS Fixed Pay	INR Rs394,327.00
Flexible Compensation	This amount can be apportioned to HRA, LTA, NPS, Telecom Reimbursement and other components as per employee choice	INR Rs525,204.00
GBS Base Pay	Annual Guaranteed Cash	INR Rs919,531.00/Yr.
Provident Fund (PF) - Employer Contribution	12% of Basic	INR Rs47,319.00
Gratuity	4.81% of Basic	INR Rs18,967.00
GBS Fixed Pay	Sum of all components above	INR Rs985,817.00
Annual Bonus	Performance linked payout Annual payment for the year is pro-rated basis the month of joining for employees joining before 1st Oct and joiners on 2nd Oct and after are not eligible for that year's bonus	INR Rs91,953.00
GBS Total Cost to Company	Sum of PepsiCo Fixed Pay & Variable Pay	INR Rs1,077,770.00

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Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,

Telangana 500075. Tel: +91 40 7136 9000

Date: 05-Nov-2022

Name: Sriram Sai Sagiraju

College: CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY, Proddatur

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Sriram Sai Sagiraju,

Welcome to MINDTREE (hereinafter referred as the "Company"). Congratulations on being selected as a GRADUATE ENGINEER TRAINEE. This offer is on the following terms and conditions, subject to fulfilling the eligibility criteria (refer annexure 1) and a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs. 25,000 pm.**
2. All payments made to you would be subject to deduction of applicable taxes at source (TDS). Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.
3. You will also be issued a detailed Letter of Appointment as GRADUATE ENGINEER TRAINEE subject to you meeting the eligibility criteria as mentioned in Annexure-1. Your appointment is in accordance with the Apprentices Act, 1961.
4. Documents - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer Annexure-2).
5. Background Verification - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.
6. If the above terms and conditions are acceptable, kindly acknowledge this GRADUATE ENGINEER TRAINEE Offer Letter by digitally signing this offer within 7 days from the date of receipt of this mail and offer document.

If you do not digitally sign the offer letter within the above-mentioned period, the aforesaid offer automatically stands cancelled. Post registration on the above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an apprentice on the apprenticeship portal <http://www.mhrdnats.gov.in> within [7] days from the date of this offer or once your final semester is completed as applicable.

8. You may be confirmed in 3 months from the effective start date of your employment with the Company. During this period, a prior notice of 7 days shall be applicable, in case of voluntary resignation by the employee. Your employment with MINDTREE will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances, which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Training Program assessments
- Unauthorized absence during the Training Program
- Integrity and other disciplinary expectations

9. All Annexures appended herewith shall form an integral part of this letter.

10. Your engagement with the Company will be governed by the rules, regulations and policies of the Company in effect.

11. The terms and conditions mentioned above are subject to change at any time at sole discretion of the Company and as per business demands without prior notice.

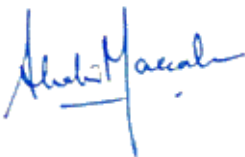
12. According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

13. Post successful completion of 3 months and subject to joining the Company, your annual CTC including all benefits will be as per the details mentioned in 'Annexure-3'.

14. As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining the Company. You are therefore requested to complete the Company training which will be communicated to you separately. Company has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings are critical and the outcomes would have a direct impact on your onboarding.


We welcome you to the MINDTREE family and look forward to a long and fruitful association with you.

Yours faithfully,
For MINDTREE Ltd.



Shalini Macaden
VICE PRESIDENT - PEOPLE FUNCTION

I have read the letter and accept the same.


Krishnam Raju (Nov 6, 2022 00:51 GMT+5.5)

Nov 6, 2022

ANNEXURE-1

Qualification	B.E./B.Tech.
Branches:	All Branches
Age Criteria: As on date of Offer	Less than 24 years
Academic Gap:	Academic gap allowed <u>only after the completion</u> of the entire course i.e after SSC/after HSC or Diploma. No Year drop allowed.
Course must complete in:	4 years
SSC, HSC/Diploma (if applicable) Percentages / CGPA:	60% & Above OR Equivalent CGPA NOTE: * SSC /HSC should have cleared in <u>FIRST ATTEMPT</u> only. * Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. * For Diploma Holders, <u>final semester</u> should have cleared in <u>FIRST ATTEMPT</u> only. * For candidates pursuing HSC and Diploma(both), marks scored in the Diploma course will be taken into consideration.
Graduation, Post-Graduation Percentages/CGPA:	Aggregate of 60% & Above <u>OR</u> Equivalent CGPA * For the interview process, an aggregate of 60% & above <u>till the results of the last conducted examination</u> will be considered * Aggregate of 60% & above or equivalent CGPA <u>must be obtained</u> after declaration of final semester results Includes aggregate of all semesters AND all appeared subjects (irrespective of the University rule) Conversion from CGPA into Percentage must be calculated as per your respective University norms
Re-attempts/ATKTs/Backlogs/Arrears: (Diploma, Graduation, Post-Graduation)	* No active/live backlogs allowed at the time of the interview process * All backlogs (if any) must be cleared <u>with the final semester exams</u> . All final semester subjects <u>must be attempted and cleared in the First Attempt</u> (No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course) * Backlogs include Reattempts/ATKTs/Arrears in all appeared subjects irrespective of the exemption rules implemented by the College/University. * This also includes Internal, External, Oral/Verbal/Practical Re-attempt/ATKTs/Backlogs/Arrears and re-attempts due to Absenteeism. * Re-exam (Supplementary or Additional exams) given soon after the main exam is also considered as a Re-attempt/ATKT/Backlog/Arrear.
Nature of Course:	All Full-Time courses Only
Citizenship:	Resident Indian Citizens Only
Your College/Institution MUST be:	UGC / AICTE Approved ONLY
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence
Training phase:	The period of training (classroom/virtual) and the subsequent technology tracks assigned for training are purely subjected to the business requirements. Non-performance during training/on the job phase is subjected to separation from the organization



Mindtree

A Larsen & Toubro Group Company

Eligibility for Maternity Leave:

As per the Maternity Benefit Act, 1961, employee would be entitled for maternity leave if she has worked for a minimum of 80 days in the organization in the twelve months immediately preceding the date of her expected date of delivery



Self-Declaration:

1. I hereby declare that I meet ALL the eligibility criteria exactly as stated above and agree to abide by all the terms of employment.
2. I am aware that this recruitment process is completely free of cost.
3. I am aware that I may be subjected to immediate action by the company at any time during or after the Interview/Selection/Joining if found hiding any information/producing incorrect information or not meeting all the criteria mentioned above.
4. I am flexible to work at any MINDTREE Development Center/ Customer Site/ Partner premise as per business requirement.
5. I am flexible to work in any technology/domain/work shift assigned to me based on the business requirement

Candidate Signature:


[Krishnam Raju \(Nov 6, 2022 00:51 GMT+5.5\)](#)

Name:

Sriram Sai Sagiraju

Institute Name:

CHAITANYA BHARATI INSTITUTE OF TECHNOLOGY

Mobile No:

7993699678

Date of interview process:

18-Sep-2022

ANNEXURE-2

Please bring along with you the following documents in original and one copy of the same.

- A. Duly acknowledged copy of the GRADUATE ENGINEER TRAINEE Offer Letter.
- B. Non-Disclosure Agreement.
- C. Two copies of your recent passport size photograph with white background.

Attested copies of the following are required:

- 1. Proof of age.
- 2. SSC/HSC or equivalent examination mark sheets.
- 3. Diploma / Degree mark sheets for all the Semesters/Years.
- 4. Passport first & last page.
- 5. Four-wheeler Driving License.
- 6. Pan card.
- 7. Aadhar card.

You are requested to note that our offer is subject to submitting the above documents.

**ANNEXURE-3****Name : Sriram Sai Sagiraju****Salary Grade : C1****Date: 05-Nov-2022**

Components	INR p.a.	INR p.m.
Basic	180,000.00	15,000.00
Bouquet of Benefits*	161,040.00	13,420.00
Statutory Bonus	21,000.00	1,750.00
A. Base Salary (p.a.)	362,040.00	30,170.00
Annual Incentive (p.a.)	0.00	
B. Total Variable (p.a.)	0.00	
C. TTC (p.a.)	362,040.00	
Provident Fund (PF)	21,600.00	1,800.00
Gratuity	8,664.00	722.00
Mediclaime Premium	7,704.00	
D. Retirals & Other Benefits	37,968.00	
Cost to Company (CTC) C + D	400,008.00	



Medical Insurance Premium:

The Group Mediciclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age). Coverage limits are as per company policy

You would also be eligible to be covered under the Group Term Life and Group Accident Insurance policy as per the company policy.

Notes:

- 1) Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
- 2) Bouquet of Benefits* /Flexi Pay consists of Flexi-components which may include HRA, Conveyance, LTA, Meal Allowance and Adhoc allowance.
- 3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
- 4) The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
- 5) Gratuity payment shall be as per "Payment of Gratuity Act, 1972".
- 6) Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.



Code of Conduct

Summary:

Mindtree Minds are expected to follow a professional code of conduct and work ethics. The intent of this document is to lay the ground rules for professional and disciplined behavior in the office premises and/or at client locations. Mindtree cannot anticipate all situations that may arise during your employment. When in doubt about an appropriate course of conduct, please contact your supervisor or a People Function representative.

Your employment with Mindtree is subject to your acceptance of this Code of Conduct Procedure. All Mindtree Minds are required to read, understand and sign the Code of Conduct procedures when they are hired.

Objective:

To define guidelines on the professional code of conduct and work ethics in the office premises and/or at client locations.

Eligibility/Applicability:

All Mindtree Minds, Mindtree's clients, vendors, partners etc.

Code of Conduct :

The policy details various scenarios under which Code of Conduct is monitored.

1) Personal Interest v/s Mindtree's interest

In day-to-day work scenarios, you could face situations where a possible course of action would advance your personal interests at the expense of the company. In such situations, you are expected to put the best interests of the company first. When in doubt, please check with People Function and/or your Manager.

2) Use of proprietary or confidential information of third party

You should not disclose to Mindtree, bring onto Mindtree's premises or induce Mindtree to use any confidential information that belongs to anyone other than Mindtree or yourself. You are instructed neither to make use of any confidential or proprietary information of a third party in the course of performing your job duties or services, nor include or incorporate any such information with or into any product or work that you create, design, or develop for or on behalf of Mindtree in the course of performing your duties or services unless you have the prior written consent of Mindtree. Reference to 'Mindtree' above includes Mindtree's clients, vendors and partners as well.

3) Office for Profit

Without the consent of Mindtree, you are prohibited from initiating or accepting any work as an Employee, consultant, adviser or as a member of board of directors of any other company. If you wish to seek approval for such outside work, please contact your People Function representative.



4) Vendor relationship

In your capacity as a Mindtree Mind or Consultant, neither you in the capacity of employee nor any of your immediate family members can be a vendor of Mindtree. You shall not accept advice, service, or gifts or presents in kind or cash from a vendor of Mindtree with a value greater than \$25. If you receive any gifts from a vendor with a value greater than \$25, or if a vendor engages in a pattern of offering you small gifts, please inform your reporting manager or ask People Function for guidance.

5) Using Mindtree's time and assets

You should not use Mindtree's or its customers' time or any of its assets for performing outside or personal work. In addition, you should not abet, entice, motivate, help, or coerce fellow employees to use such time and assets for outside or personal work that could reasonably be construed to have a detrimental effect on Mindtree.

6) Personal Relationship

Your spouse or any other member in your immediate family may be working with a competitor or vendor of Mindtree. This calls for extra-sensitivity to confidentiality of Mindtree's information as there is a possibility that the closeness in relationship could lead to inadvertently compromising Mindtree's interest. You are requested to be aware of the potential conflicts that might arise and inform the People Function accordingly.

If you are a member of an Enabling function such as People Function, Finance, IS etc you cannot have an immediate family member employed in another function/role in Mindtree, unless it has been explicitly approved by the head of People Function.

7) Equal Opportunity

Mindtree is an equal opportunity employer and makes employment decisions on the basis of merit. The Company seeks to have the best available individual(s) in every position. Mindtree prohibits unlawful discrimination based on race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by federal, state or local laws.

Mindtree is committed to complying with all applicable laws providing equal opportunities to individuals regardless of race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by law. This responsibility applies to all persons involved in the operations of Mindtree and prohibits unlawful discrimination by any Mindtree Mind, including supervisors and coworkers.

Mindtree prohibits taking negative action against any Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation. Any Mindtree Mind who retaliates against another Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation will be subject to disciplinary action, up to and including termination of employment.

8) Dating/Romantic/Sexual Relationships

Mindtree recognizes that sometimes employees enter into personal relationships in the workplace, and this provision is not intended to prohibit such relationships. However, certain romantic or sexual relationships can interfere with the smooth operation of its business. Some of these relationships can also result in actual or potential disclosure of confidential or sensitive information and can have other detrimental effects. Mindtree reserves the right to determine when a relationship presents a problem in the workplace.



Without limiting its discretion to address problematic relationships or situations, Mindtree offers the following guidelines:

During working time and in working areas, employees must keep personal exchanges limited so that others are not distracted or offended, and so that productivity is maintained. During nonworking time, such as lunches, breaks and before and after work periods, employees may have appropriate personal conversations in non-work areas as long as their conversations and behaviors could not be perceived as offensive or uncomfortable to a reasonable person. Employees are strictly prohibited from engaging in conduct that would be deemed inappropriate by a reasonable person while on company premises, regardless of whether they are working at the time.

Mindtree generally considers employee off-duty conduct as private, as long as the conduct does not create problems within the workplace. Exceptions to this principle, however, involve 1) romantic or sexual relationships between supervisors and subordinates (regardless of the reporting structure) or 2) romantic or sexual relationships between any employee in the People Function or Finance departments and any other employee. Both employees involved in a relationship in either of these categories must immediately disclose to Mindtree the existence of a romantic or sexual relationship. Such required disclosure must be made in writing to People Function. People Function will provide an appropriate form upon request. Failure to make this disclosure may result in disciplinary action up to and including termination of employment. This disclosure will enable Mindtree to determine whether, given the relative positions of the individuals involved, action should be taken.

If Mindtree determines that action must be taken, it may ask one or both of the employees to transfer to another position, location, or project. If a transfer proposed by Mindtree is refused, or if Mindtree determines that the situation cannot be adequately addressed by transfer (or if Mindtree determines that transfer otherwise would not be in the best interests of Mindtree), Mindtree may terminate the employment of one or both employees. Mindtree has the sole discretion to determine whether a problem exists and how to address it. Accordingly, Mindtree is not limited to transfer and discipline/termination as its only options.

9) Personal Behavior

Mindtree expects all Mindtree Minds to be honest and fair in dealing with people, customers, vendors, competitors or others because you are the brand ambassador of Mindtree and your actions help to form others' impressions about Mindtree.

10) Breach of Discipline

As discussed above, Mindtree expects all Mindtree Minds to behave in a professional manner. Listed below are categories of inappropriate conduct that may lead to disciplinary action, up to and including termination of employment from Mindtree (This list is just illustrative and not exhaustive).

"Theft, fraud, forgery, embezzlement, misappropriation; dishonesty, harassment, indecent behavior, sexual advances, suggestive remarks, racial slurs, derogatory remarks/discrimination on - disability, veteran status, national origin, sexual orientation, race, color, religion, political affiliation, sex, or age. The list also includes forwarding/ viewing pornographic material at work or on work computers or other devices, willful insubordination, disobedience, absence without leave, habitually irregular attendance, neglect of work, willful damage of company property, disclosing/divulging trade secrets/confidential information/special processes/methodologies, unfair dealing with parties, false representation/misrepresentation, false recording/reporting of information, drunkenness, riotous behavior, commission of certain criminal offense(s), aiding or abetting any act listed herein, willful breach of law/rule / policy / guideline/procedure, working under the influence of alcohol or illegal drugs, creating/encouraging an offensive work environment, etc."



In the event Mindtree receives information suggesting that you may have engaged in any of the conduct described above, People Function personnel may require you to undergo necessary tests/assessments/inquiry as appropriate. You will be expected to cooperate in any investigation People Function or Mindtree management conducts or directs. Mindtree reserves the right to test Mindtree Minds for drug and alcohol use for cause or when a client requires testing.

11) Usage of Assets

As a Mindtree Mind, you will come in contact with the below mentioned assets as part of your job. You shall not disclose or divulge any of these assets without permission. You also shall not give false information, misinterpret or misquote any of these assets.

Information which can safely be construed as intellectual property or as copyrightable material includes the following -

- Product of ideas and hard work
- Confidential data
- Any business/functional plan
- Personal information
- Design
- Processes and know-how
- Any internal databases
- Patents /application
- Copyrighted material
- Methodologies, Services etc.

You will also ensure that company confidential information is not used for -

- Benefiting a third party,
- Having reciprocal dealings for personal benefits,
- Acquiring pirated, illegal unlicensed software,
- Receiving or giving extensive gifts/presents,
- Following any practices that lead to monopolies or restrict trade,
- Causing any violation of legal or statutory requirements, etc.

Please understand that unintentional disclosure of proprietary information can be just as harmful as intentional disclosure. Hence you are directed not to disclose Mindtree's confidential information to anyone (including fellow employees, if you are unsure of whether to divulge or not) unless otherwise required or permitted by law or directed by Mindtree management.



Mindtree

A Larsen & Toubro Group Company

12) Workplace Etiquettes

Workplace etiquette and housekeeping of personal space is a discipline. You must keep your desk space area clean at all times and should put away any papers, books, files, stationery, etc. when you close work for the day. You must ensure that you maintain minimum noise levels at all times so as not to disturb others. Please be conscious of Mindtree's Green council policy while using company / customer provided resources like printers, stationery, etc.

All Mindtree facilities/ campuses are designated as non-smoking zones. If you wish to smoke at work, please make use of designated smoking areas only.

It is imperative to safeguard the assets (computers, telephones, LCD, etc.) of the company from dishonest, illegal or willfully negligent acts. It is a serious violation to remove any assets from the company or use for personal benefit.

13) Information Disclosure

As a Mindtree Mind, you are expected to maintain the confidentiality of Mindtree's trade secrets and private or confidential information. Trade secrets may include information regarding the development of systems, processes, products, know-how and technology. If in doubt about whether a document or other information should be considered confidential, please contact your supervisor or People Function representative.

Mindtree Minds should not speak to the media on Mindtree's behalf without contacting company spokesperson/public relations personnel. All media inquiries should be directed to them.

You must be aware that Mindtree subscribes to the provisions and guidelines of security controls as defined under ISO 27001 in the current form and with any subsequent changes. In Mindtree, you are expected to adhere to the defined compliance under the security policy. Any breach of information security controls may result in disciplinary action up to and including termination of employment.

14) Information privacy

For privacy related rights please refer to the Data Privacy Policy available in People hub and <https://www.mindtree.com>.

Agreed and Accepted

Signature : 
Krishnam Raju (Nov 6, 2022 00:51 GMT+5.5)

Name : Sriram Sai Krishnam

Date : Nov 6, 2022



Mindtree – LTI Amalgamation

Dear Sriram Sai Sagiraju

We deeply value your decision to consider joining Mindtree and look forward to collaborating with you on building a fast-paced, progressive career for you.

Thanks to our cutting-edge digital transformation work for a growing roster of customers, we have been reporting industry-leading growth for the past several quarters despite an environment of rapid business and technology shifts. Our success speaks to the strength of our business model and the relevance of our strategic direction as an enabler of superior competitive advantage, customer experiences, and business outcomes for some of the world's most pioneering enterprises. We are now ready to take a significant leap forward in further accelerating our industry-acclaimed growth journey with an eye on the future.

In May this year, Mindtree and LTI — both Larsen & Toubro Group companies — announced a merger that will see Mindtree and LTI join strengths to create an efficient and scaled-up IT services provider called **LTIMindtree** and exceeding \$3.5 billion. Mindtree and LTI have delivered market-leading financial performance and created tremendous value for shareholders. Given that recent industry shifts such as the prominence of large deals and preference for end-to-end offerings benefit at-scale players, the two companies have decided that the time is appropriate to combine the strengths of both organizations to serve customers better.

- Significant scale benefits are anticipated through Mindtree and LTI's complementary strengths, resulting in a more robust portfolio of offerings across verticals. Enhanced customer engagement and delivery model through the industrialization of delivery and streamlined value-enabling processes to improve large-deal capabilities. These opportunities will help build stronger partnerships with ecosystem players and, most notably, a more distinctive value proposition for you, including opportunities to take on exciting, new projects and reach greater heights in your career with LTIMindtree.

The transaction is awaiting shareholder and regulatory approvals, and the formal integration will begin after that. Until then, Mindtree and LTI will continue to operate as independent companies.

Thank you once again for considering the offer to join Mindtree. We are excited about the synergies this merger between Mindtree and LTI will help unlock for all our stakeholders. When you join, you will be a part of a dynamic workforce driven by a culture of innovation and growth. We are counting on you to provide further impetus to our industry-leading growth story.

We cannot wait to welcome you onboard.

Best Regards,

Talent Acquisition Team

Mindtree






Mindtree Offer Letter

Final Audit Report

2022-11-05

Created:	2022-11-05
By:	Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAY_8OCy6WqRMMKBEu67jnDo1jdnkBdGZ-

"Mindtree Offer Letter" History

-  Document created by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
2022-11-05 - 10:57:58 AM GMT- IP address: 20.44.36.221
-  Waiting for Signature by srskrishnamraju@gmail.com
2022-11-05 - 10:58:02 AM GMT
-  Signer srskrishnamraju@gmail.com entered name at signing as Krishnam Raju
2022-11-05 - 7:20:58 PM GMT- IP address: 103.110.147.127
-  Document e-signed by Krishnam Raju (srskrishnamraju@gmail.com)
E-signature hosted by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
Signature Date: 2022-11-05 - 7:21:00 PM GMT - Time Source: server- IP address: 103.110.147.127
-  Agreement completed.
2022-11-05 - 7:21:00 PM GMT

July 03, 2023

Mr. Suraaj Yerramsetti ,
37/C , Vengal Rao Nagar, Ameerpet,
Hyderabad,Telangana - 500038

gajjisuresh08@gmail.com

Employee Id- 1258

Subject: Letter of Appointment

Dear **Mr. Suraaj Yerramsetti ,**

On behalf of **BizAcuity Solutions Private Limited**, we have the pleasure in offering you the position of **Software Engineer**.

Joining us means you become part of the **BizAcuity**. Though you shall continue to remain an employee of **BizAcuity**, you shall be governed by the terms and conditions as per Company's specifications.

At **BizAcuity**, we strive to deliver an uncompromised experience, achieving a standard of innovative excellence. We nurtured a culture that centers on service to our clients and our employees, anticipating needs and responding in the most professional ways possible. In return, we provide our employees a platform to grow and fulfill their personal and professional goals.

We are committed to assist our employees in establishing the right career path and to provide them with the training and support to grow as far as their motivation and ability will take them within the company.

Your Date of Joining will be on **3rd July, 2023**.

The Terms and Conditions of your employment are as stipulated below:

1. Job Obligation

- a. In this position of **Software Engineer** you will be responsible to carry out the duties and responsibilities as stated in your Job Experience which may be reviewed and/ or revised by the Company from time to time. You are required to carry out, to the best of your ability and experience, all the duties and obligations as are customarily performed by someone holding your position and such other additional duties (whether or not related to the holding of your position) as may be reasonably required by us.
- b. You may not, without our prior consent, engage in any other employment or activity for gain during your employment with us. In addition, you may not engage in any activity (whether for gain or otherwise) which conflicts or interferes with our best interests and the performance of your duties and obligations to us.

BizAcuity Solutions Pvt. Ltd.

2. Compensation

a. Basic Salary

You will be paid an annual basic salary of **2,80,008** which will be paid in 12 months. This amount is subject to statutory deductions of Income Tax as per local Laws.

b. House Rent Allowance

You will be paid an annual House Rent Allowance of **1,12,003**, which will be paid in 12 months. This amount is subject to statutory deductions of Income Tax as per local Law.

c. Lunch Allowance

You will be given a lunch allowance of **Rs.26,400**, which will be paid in 12 months.

d. Transport Allowance

You will be given a transport allowance of **Rs.19,200**, which will be paid in 12 months. This amount is subject to statutory deductions of Income Tax as per local Laws.

e. Special Allowance

You will be given a special allowance of **Rs. 84,002**, which will be paid in 12 months, This amount is subject to statutory deductions of Income Tax as per local Laws.

f. LTA

You will be paid an annual LTA of **23,334**, which will be paid in 12 months. This amount is subject to statutory deductions of Income Tax as per local Law.

3. Benefits

● Provident Fund

The Company will contribute Provident Fund in accordance with the terms of the provisions of the Employees Provident Fund and Miscellaneous Provisions Act 1952

● Medical Coverage

You will be entitled to medical coverage for yourself, your spouse, your parents and up to maximum of two children, both as per the company's policy and applicable statutory provisions.

● Gratuity

You will be entitled to payment of Gratuity and such payment is governed by the statutory provisions of the Payment of Gratuity Act, 1972

● Professional Tax

A professional Tax of **Rs. 200** will be deducted from your salary every month.

4. Probationary and Confirmation, Place of Service and Termination of Employment

- The first **Three Months** of your employment will be deemed as Probationary Period. During this probationary period either of the party should give **one month** notice period .However, the Company may reduce / dispense with or extend your probation period for a reasonable period at its absolute discretion. Your confirmation will be dependent upon your job related knowledge, skills, attitude, medical evaluation. Upon successful completion of the probationary period, your employment shall

be confirmed in writing. You shall continue to be on probation unless you are confirmed by a specific order in writing by the management"

- Following the successful completion of the Probationary Period, after confirmation either party may terminate this agreement by giving **two month** notice in writing or **two month** monthly salary in lieu of the notice period. During this notice period, you are not permitted to contra off any type of leave in

lieu of such notice period. You are required to serve full notice and fulfill your professional duties for the entire duration of the notice period. The Company reserves the right, if circumstances so necessitate, to relieve you on a date prior to the date of expiry of the stipulated notice period **on payment of salary for the remaining period of notice**, allowances or any entitlements whatsoever in lieu of the unexpired portion of the notice period. The Company also reserves the right, if work exigencies so demand, to not relieve you before the expiry of the stipulated notice period.

- Your place of appointment will, at present, be in **BizAcuity, Hyderabad**. You are however liable to be transferred to another department, position or place whether in existence or coming into existence hereafter, either at the place of position or any other place where the Management may establish / open its unit later on. You are also liable to be sent on deputation to any place in India and/or overseas. Upon such transfer, the rules and regulations and/ or employment terms and conditions applicable to such a post or at the place of transfer will automatically become applicable to you.
- Company shall have the right to terminate your employment immediately without notice or payment in lieu of notice under the following event:
 - ✓ You neglect, refuse, fail or for any reason become unable to perform any of your duties under this agreement or comply with the Company policies and code of conduct
 - ✓ You are guilty of any misconduct whether or not in the performance of your duties (including but not limited to being an un-discharged insolvent, being convicted by any criminal court, being involved in fraudulent acts, etc) or commit any act which in the opinion of the Company is likely to bring the Company any disrepute whether or not such act is directly related to the affairs of the Company
 - ✓ You commit any breach of any of your duties or obligations under this agreement or the policies of the Company
 - ✓ There is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the information provided by you.

5. Confidentiality

You understand that retaining the confidential nature of the confidential information is of utmost importance to the business of the Company and in addition to the terms stipulated in this agreement herein you agree to execute a Non- Disclosure Agreement with the company.

6. Conflict of Interest

You are expected to carry out your duties and responsibilities and responsibilities diligently, and shall at all times safeguard the interest of the company. Company regards conflict of interest as a severe offence, which may lead to dismissal.

7. Specific Conditions

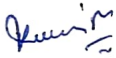
- a. During your employment, you will be bound by the Company and/ or Company's policies and procedures, rules and regulations, which may be framed and enforced from time to time, laid by the management. The Company reserves the right to amend or delete or augment these at its sole discretion without any notice thereof. You are expected to observe and to comply with all existing rules and regulations which are deemed to be the terms and conditions governing your employment and with all the future rules and regulations, policies and procedures which may be laid down by the management from time to time.
- b. In case of any dispute arising in respect of the interpretation of the terms and conditions of your service in the Company, the decision of the Director shall be final and binding on you.

8. Acceptance

- Please note this offer is in accordance with the Company's policies and procedures and any other terms and conditions of employment as applicable to you shall be as outlined in the Employee Handbook of **BizAcuity** and Indian legislation, which shall govern in the event of any dispute.
- The Company reserves the right to review its benefits program or discontinue with any one of them at any time without assigning any reason. The Company also reserves the right to amend, delete or augment any clauses of these terms and conditions of service.
- If the foregoing concurs with your understanding of the terms and conditions of employment, please sign both copies, retain an original for your files and return the duplicate copy within fourteen (14) days of the date of this offer, failing which, our offer of employment shall automatically lapse.
- I trust that this covers all the pertinent details of your employment. Should you have any inquiries related to your employment, please do not hesitate to contact the HR Department.
- In the meantime, we want to take this opportunity to congratulate you on your appointment, and to wish you every success in your challenging new assignment at **BizAcuity**
- We look forward to having you on board and trust we can rely on your support to work together as a team to achieve a positive experience for guests and employees alike.

Sincerely,

For BizAcuity Solutions Pvt. Ltd.



Authorized Signatory



Acceptance:

I have read and fully understand the terms and conditions of my employment. I hereby agree to accept the offer as **Software Engineer** at **BizAcuity** and shall abide by the terms and conditions as stipulated above.

Name **Suraaj Yerramsetti**

(Signature) _____

Dated _____

Annexure A		
Name	Suraaj Yerramsetti	Emp id 1258
Designation	Software Engineer	
Salary Head	Description	
	Monthly	Annual
Earnings		
Taxable Component		
Basic Pay	23,334	2,80,008
HRA	9,334	1,12,003
Transportation Allowance	1,600	19,200
Special Allowance	7,000	84,002
Non Taxable Component		0
Lunch Allowance	2,200	26,400
LTA	1,945	23,334
Gross	45,412	5,44,948
Deductions		
Provident Fund	As per Law	
Professional Tax	As per Law	
TDS	As per Law	
Lunch Allowance	0	
Other Benefits		
Annual Medical Insurance Premium		20,000
Gratuity		13,462
Provident Fund (Employer's Contribution)	1,800	21,600
Performance Bonus		1,00,000
CTC		7,00,010

Applicable tax will be deducted as per IT act.

Kunim





December 02, 2022

PRIVATE AND CONFIDENTIAL

Kasula Tarun

Dear Kasula Tarun,

We are pleased to offer you (hereinafter also referred to as, the "Trainee") a position in StateStreet Corporate Services Mumbai Private Limited ("the Company"), a company incorporated under the laws of India and having its principal place of business at Hyderabad, commencing 09-January-2023 to 03-July-2023 under the following terms and conditions.

This offer is subject to verification of your credentials for employment by the Company. Please ensure that you read and understand all terms and conditions. While you are required to execute and return all documents prior to commencing in your role, in the event that you commence before doing so, your commencement will be deemed acceptance of all terms and conditions.

POSITION AND REPORTING LINE

You will be employed in the position of Trainee, Charles River Development reporting to Raghavendra Rao Sivalenka, Assistant Manager. The Company may also, from time to time, change your duties as required by the Company's operational requirements.

OFFICE LOCATION

Your normal place of work will be based in Hyderabad. However you may be required to work at any other premises which the Company currently has or may later acquire in India.

SECURITY/ BACKGROUND CHECK

This offer of internship (and your continuing internship if relevant) is subject to the Company receiving satisfactory responses to the reference and background checks you are required to undertake. These checks include verification of your professional experience and education credentials, fingerprinting and a review of your criminal and credit background.

As it is the Company's expectation that all background checks will be initiated prior to the internship commencing, the Company may terminate this contract immediately (without notice) and the internship will not commence if in the Company's opinion an unsatisfactory reference and/or background check is obtained. You also will be required to complete in a timely manner State Street's on-line Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment upon commencement of internship, as a condition of continued internship.

REMUNERATION

Subject to the due compliance of the Trainee's obligations stated herein, you will be entitled to consolidated lump sum remuneration (hereinafter also referred to as Stipend) of INR 30,000.00 per month and no other amounts or prerequisites whatsoever. The stipend amount shall be credited to your bank account on the last working day of each month. You will not be covered or entitled to any of State Street's benefit plans.

The Company shall be entitled at any time during your internship, and in any event on termination, howsoever arising, to deduct from your stipend any monies due from you to the Company including but not limited to any amounts required to be withheld by the Company under any applicable taxation statute or when directed to do so by a government authority, or any outstanding loans.

The Company shall also reimburse any reasonable business expenses incurred by you on behalf of the Company, during your internship and arising out of the fulfilment of your responsibilities and duties.

HOURS OF WORK

You will be required to work 45 hours per week under this training program, your hours of work will be communicated to you by your manager. The requirements of your internship do call for some flexibility and you will be expected to work such hours as may be necessary for the proper and satisfactory performance of your duties without additional stipend. You agree that you will not be entitled to any overtime compensation for additional hours devoted to your internship with the Company.

TERMINATION WITH NOTICE

As a trainee either you or the Company may terminate your internship for any reason and at any time by giving to the other fifteen (15) days written notice.

Irrespective of who provides notice or initiates the termination, the Company may elect in its absolute discretion to make a payment in lieu of the whole or part of any notice period. The payment in lieu of notice will be calculated by reference to the amount the Company would have become liable to pay you if you had remained in internship and worked your ordinary hours until the end of the notice period.

During the whole or part of any notice period, the Company may direct you:

- (a) not to attend the workplace;
- (b) not to contact or have any communication with its clients or customers;
- (c) not to contact or have any communication with any employee, contractor, consultant or officer of the Company;
- (d) not to perform the duties of your position or become involved in any aspect of the Company's business;
- (e) to perform duties which are not otherwise part of your position, provided such duties are capable of being performed by you;
- (f) to perform any duties from home;
- (g) to perform any tasks to assist the Company arrange a proper handover of your duties, including clients, customers and business; or
- (h) to cease your access to the Company's computer system and confidential or business sensitive information;
- (i) to return any or all company property; or
- (j) any combination of the above.



TERMINATION WITHOUT NOTICE

Despite any other provision in these Standard terms and conditions, or any other term or condition of your internship the Company may terminate your internship at any time without prior notice if in its opinion you:

- (a) commit any serious or persistent breach of your employment or any Company policy or procedure; or
- (b) are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties; or
- (c) refuse to carry out any lawful and reasonable directions of the Company; are grossly negligent or otherwise incompetent in the performance of your duties;
- (d) engage in wilful or negligent conduct which poses a serious risk to health and safety;
- (e) are repeatedly absent from work or absent from work for a period of 5 consecutive days without proper explanation from you or without the consent of the Company;
- (f) become bankrupt or make any arrangement or composition with your creditors; or
- (g) engage in any conduct of a criminal nature (including but not limited to assault, theft and fraud) other than conduct which in the reasonable opinion of the Company does not affect your position as a trainee;
- (h) fail to substantially or satisfactorily perform your duties as a result of physical or mental incapacity (Disability), where the Disability continues for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year (Permanent Disability).

If termination is due to death of the trainee or you suffer from a permanent disability while employed, the Company shall not be liable to make any payment as trainees are not part of retiral benefits. The internship will be terminated with immediate effect in case of death.

LEAVE ENTITLEMENTS

You will be entitled to 1.5 days of leave for every month of the internship. Leave should be arranged after the approval from your manager. Leaves will be lapsed at the end of the internship if they are not utilized and there will be no encashment of leave.


You will be entitled to take the public holidays as applicable in the state and city of Hyderabad, Telengana and such number of additional holidays as may be decided, from time to time, by the Company.

For further general guidance regarding leave entitlements, please refer to the Company's corporate policies on leave which are available on the Company's corporate policy centre site.

DUTIES AND RESPONSIBILITIES

During working hours, you are expected to direct your working time and attention honestly, diligently and faithfully to your internship with the Company. You are not permitted to engage in any other internship without the prior written consent of the Company. You must also not engage in any other business activity, whether paid or unpaid, which may conflict with your duties as a trainee of the Company or the interests of the Company. You must use your best efforts to protect and promote the Company's interests and welfare and to at all times act in the Company's best interests. During the term of your internship, you must exercise and carry out all duties and observe all lawful directions and comply with State Street's Standard of Conduct.

By accepting internship with the Company, you agree that your position, duties, role and levels of responsibility may be varied from time to time to suit the needs of the Company's business. Irrespective of such variations, the remaining terms and conditions of this Agreement will continue to apply unless otherwise agreed in writing.



POLICIES AND PROCEDURES

During your internship you must at all times comply with any and all policies and/or procedures published by the Company from time to time. These policies and procedures do not form part of the terms and conditions of your internship contract. Instead, they constitute written directions to you with which you must comply.

The Company reserves the right to amend, repeal and implement new policies and procedures from time to time. By accepting internship with the Company, you agree to keep yourself familiar with our policies and procedures (including any amendments, repeals and new procedures).

PERSONAL INVESTMENTS

You will be subject to State Street's Personal Investments Policy. This policy is in place to prevent employees dealing from giving rise to actual or perceived conflicts with the interests of the Company or its clients. The Personal Investments Policy requires you to obtain approval prior to dealing in a number of investment products by you or a range of associated parties.

CONFIDENTIALITY

You must treat any information you gain in the course of your internship as confidential both whilst you remain a trainee and in the future. As an ongoing condition of your internship, you must also accept, sign and comply with any additional confidentiality and non-disclosure agreement which the Company requires you to enter into relating to your internship with the Company.

Without limiting your obligations of confidentiality to the Company, you must treat any information you gain in the course of your internship as confidential both whilst you remain a trainee and in the future. Other than as required in the proper performance of your duties, you must be discreet and not use, discuss or disclose information on the financial administration, product or management structure of or its related bodies corporate, or client information to those not entitled to it including fellow employees. Nor are you able to use this information for your own gain.



INTELLECTUAL PROPERTY

IP Work means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which intellectual property rights subsist or are capable of subsisting and is wholly or partly created, made or discovered by you either:

- (a) in the course of your internship with the Company; or
- (b) otherwise using the facilities, resources, time or any other opportunity provided by the Company.

Intellectual property rights means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere.

The IP Work and all intellectual property rights in the IP Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You must immediately and fully communicate to the Company any IP Work created, made or discovered by you.

You consent to the use of all existing and future IP Works made by you in the course of your internship, and agree to waive any moral rights you may have in them, and to consent to any act which amounts to an infringement of any such moral right, in favour of the Company. "Moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

NON SOLICITATION

Either during your internship or for a period of 6 months following the termination of your internship for any reason, you must not, without the prior fully informed and written consent of the Company, directly or indirectly and either on your own account or for any other person endeavor to:

- (a) entice away from the Company or any related bodies corporate, any officer, employee, trainee, consultant or contractor, or otherwise interfere with the relationship which the Company or any related bodies corporate maintains with such officer, employee, trainee, consultant or contractor; or canvass or solicit orders, custom or business from any person who was a customer, client of or supplier to the Company and with whom you had contact within the last 12 months of your internship.

DEALINGS WITH MEDIA

During your internship, unless it is an inherent requirement of your position and expressly stated within your position description, you must not without the Company's prior, fully informed written consent:

- (a) publish to a member of the media or through any form of social media, any information relating to the Company, its related bodies corporate or any of its clients; or
- (b) Communicate with any person with the intention of disclosing that information to the media or through any form of social media, or in circumstances where it could be reasonably be believed, anticipated or expected that information may be disclosed to the media or through social media.



PRIVACY

You acknowledge and consent to the Company collecting, storing, using and disclosing your personal information (including but not limited to health, medical and other sensitive information) as reasonably required as a direct or indirect consequence of your internship.

You agree that if you are required to collect, store, use or disclose personal information during the course of your internship, that you will do so in strict compliance with the requirements of all privacy legislation and State Street's privacy policy.

OBLIGATIONS

This offer and your internship with the Company is at all times conditional upon:

- (a) you obtaining, retaining and informing the Company of all necessary visas, work permits, business registrations or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;
- (b) you completing and obtaining a response which is satisfactory to the Company, in respect of any declarations, background and internship checks which the Company may require.

By accepting these Standard Terms and Conditions, you also warrant to the Company that:

- (a) you are competent to properly carry out the duties of your position and that any representations as to qualifications, skills, experience, industry knowledge, business influence, client contacts and employment history made by you are true and accurate; and
- (b) you are not subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and will not be breaching any obligation to a third party by entering into this contract.

DISPUTE RESOLUTION

Any dispute or controversy arising out of or relating to this internship agreement shall be settled by arbitration to be held in Bangalore, India in accordance with the Arbitration and Conciliation Act, 1996 (the "Arbitration Act"), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act.

The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.



ENTIRE AGREEMENT

This agreement contains the entire agreement and understanding between the parties on everything connected with the internship, and it supersedes any prior agreement, or understanding connected with the internship.

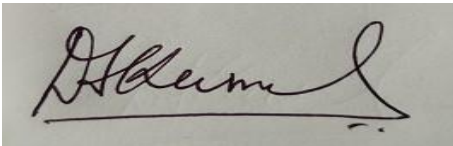
You specifically agree that in entering this agreement (or by commencing internship) that you are not relying on any representation by any person in respect of any matter.

It is your responsibility to ensure that you keep the terms of this letter and your compensation confidential.

If you have any questions regarding your Contract please contact the Global Employee Onboarding Team by email on Onboarding_India@StateStreet.com .

If you accept these terms and conditions, would you please sign the acknowledgment at the end of this letter and return signed copies to us, within 5 days, signifying your acceptance. We look forward to welcoming you to the State Street India Team.

Yours sincerely,
For and on behalf of
StateStreet Corporate Services Mumbai Private Limited



Shailendra Kumar Dasika
Managing Director
Head – Global Payroll and HR Operations
Date: December 02, 2022

Acknowledgment

By signing this acknowledgement, I agree that I have read and understand the contents of my contract of employment and my obligations to the Company.



Signature
Name: Kasula Tarun
Date: 11-12-2022

To

Date: 4th January, 2023

Vijay Kumar Manupati

Subject: Internship Offer Letter

Dear Vijay Kumar Manupati

In reference to your application, we would like to congratulate you on being selected for an internship with the Intellipaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **23rd January, 2023** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is **6** days a week.
- Your first month's salary(30Days Salary)will be dispersed along with your **4th** month's salary.
- During this Internship, you are eligible to get up to **Rs 200,000/-** as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at Intellipaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve **30** days of notice period without fail, or else the management of Intellipaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be **Rs 900,000 INR**.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

Again, congratulations and we look forward to working with you.

Yours truly,

For Intellipaat Software Solutions Private Limited



Dewaker Singh Bisht

Director - Human Resources

Intellipaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068



SoCtronics Technologies Pvt. Ltd.

3rd Floor, AYDIV IT Park, Sy. No.319 & 337 Partly
Puppalaguda Village, Rangareddy Dist.,Telangana – 500032
CIN – U72200TG2000PTC033921
Phone: +91 40 4392 9999
E-mail: corporate@soctronics.com URL: www.soctronics.com

Appointment Letter

Date: 4th September, 2023

To

Amritha Bhargavi Utla

Dear Amritha Bhargavi Utla,

Sub: Appointment as Engineer Trainee pursuant to letter of intent (“LOI”) dated 25th August, 2022

We congratulate you on successful completion of your sponsored training at VEDA IIT, a Unit of The VEDA Educational Society (hereinafter referred to as “VEDA IIT” and shall include its successors and permitted assigns), and completing the joining formalities. In furtherance of your acceptance of the letter of intent and your successful completion of the sponsored training program, we are pleased to offer you the position of **Engineer Trainee** in SoCtronics Technologies Private Limited (“SoCtronics”). You will be located in **Hyderabad, India**. Your employment with SoCtronics will commence on **4th September, 2023**.

Your employment with us will be governed by the company terms and conditions set out in the Employment Terms & Conditions to be signed by you along with this letter on the day of your appointment. You will also be governed by any rules, regulations, policies and practices that may change from time to time. Additionally, you will be expected to sign the Business Protection and Confidentiality Agreement, IT and IT Assets Security Policy and Information Security Policies & Guidelines as a part of your joining process.

Duties:

You are required to undertake the duties as informed to you by SoCtronics and you will report to the assigned manager at the time of your joining.

As SoCtronics has a diverse customer base across the globe, during your service with SoCtronics, depending on the project requirements and customer requirements, you may have to visit or be present at a different geographical location (national/international) to support our customers and affiliated companies for which you shall be willing to take up the responsibilities as assigned from time to time. The detailed terms of employment are set out in the employment agreement executed between you and SoCtronics along with this Appointment Letter.

Total Compensation:

Your Total annual CTC will be **Rs.600000/- (Rupees Six Lakhs Only)** that consists of a salary of **Rs.552000/- (Rupees Five Lakhs Fifty Two Thousand Only)** payable in twelve equal instalments, and **Rs.48000/- (Rupees Forty Eight Thousand only)** as Annual Performance bonus that will be paid by the end of next appraisal cycle depending upon your individual performance meeting your team and project goals and the company's performance. The salary offered at any stage is to be treated as Cost to the Company (CTC) implying that it includes all direct and indirect benefits applicable at that time.



You will continue as Engineer Trainee for a period of one year from the date of joining and if your performance is found to meet and/or exceed expectations of SoCtronics, you will be promoted as Engineer 1 on the rolls of SoCtronics. Your salary revision will happen aligned to the company appraisal cycle usually 1st of April or later if the appraisal cycle is deferred across the company, taking into account the tenure with the company from date of joining to effective date of salary hike and performance during this tenure.

SoCtronics believes in nurturing and rewarding its key contributors. The salary offered is to be treated as Cost to Company (CTC) implying that it includes all direct and indirect benefits applicable at that time. During any appraisal, in the event that you are not meeting the performance expectations of SoCtronics, your movement to the next salary band shall get delayed by the commensurate time it takes for you to start meeting these expectations.

Your salary will be paid to you monthly and shall be paid net of applicable withholding taxes. Your salary is confidential information and should not be discussed with other employees of SoCtronics or its affiliated companies. Discussing your salary information with other employees of SoCtronics or its affiliated companies shall attract appropriate disciplinary action.

Upon your acceptance of this Appointment Letter, you also agree to abide by the policies and procedures set out in the Human Resource Guidelines of SoCtronics, as amended from time to time. You shall work conscientiously in the interests of the management and shall utilize ordinary prudence and intelligence in the discharge of your duties. Any violation of this norm shall constitute a gross misconduct resulting in the termination of services.

At SoCtronics, our long term success depends on both the results we achieved and the way we make the results happen. We set high standards for our people, our products and our processes. Quality must set us apart. We set high standards of personal integrity and ethics in all our business ventures.

Please confirm your acceptance of the Appointment Letter and the clauses therein, by signing the Appointment Letter in the space indicated and return one original signed copy to SoCtronics Human Resources at the earliest.



By signing and conveying your acceptance of terms of the Appointment Letter, you hereby agree to be bound by the terms of this Appointment Letter, the employment agreement and associated agreements which shall all form part of your employment with SoCtronics.

Sincerely,

For SoCtronics Technologies Pvt. Ltd.,

K. Nya Smita

Authorised Signatory

I hereby and unconditionally accept all the above terms and conditions of this Appointment Letter and agree to be bound unconditionally by all the rules and regulations of SoCtronics, as applicable from time to time.

AGREED, ACKNOWLEDGED AND ACCEPTED

Name: Amritha Bhargavi Utlal

Signature:

Date: 4th September 2023

Salary Breakup

Name: Amritha Bhargavi Utla

Designation: Engineer Trainee

Component	Per month	Per Annum
Basic	23,000	276,000
HRA	13,800	165,600
* LTA	5,669	68,024
A-Total Gross Salary	42,469	509,624
Medical & GPA Insurance Premium	625	7,500
Employer Gratuity contribution	1,106	13,276
Employer PF contribution	1,800	21,600
ESI	-	-
B-Total Retirals & Benefits	3,531	42,376
C- Total Annual CTC (A+B)	46,000	552,000

For SoCtronics Technologies Pvt. Ltd.

K. Nya Sobita

Authorised Signatory

Please sign your Acceptance (Sign & Date)

* Note: If the employee opts for Meal card or NPS or both, then these components will be part of Gross Salary with LTA reduced by the same amount.

Salary Structure Details

<p>Basic is 50% of CTC and is fully taxable component and is used as the base to compute other salary components such as HRA & PF.</p>
<p>House Rent Allowance ("HRA") is fixed at 60% of the Basic. As per Income Tax norms HRA is meant to pay for the rent towards residential accommodation. Exemption from tax is computed with reference to the actual rent paid by the employee towards the accommodation. Rent paid in excess of 10% of the Basic, subject to a maximum ceiling of HRA actually received would be non-taxable.</p>
<p>Leave Travel Allowance will be paid on a monthly basis as an allowance with tax deducted at source should you choose not to avail the tax benefit of fare reimbursement. In case you opt for the fare reimbursement facility to claim tax benefit, you will have to complete the LTA Fare Utilization Form available on tibs portal indicating your likely journey dates. The taxability or otherwise of LTA will be as per the Indian Income Tax Act, details of which will form part of the LTA Fare Utilization Form. LTA is tax exempt, twice in a block of four years. Reimbursement is restricted to II AC Rail or Economy Air within India only for self and immediate family</p>
<p>ESI fund, managed by ESIC, is applicable as per government norms to employees whose total gross monthly earning is Rs.21,000/- or less (currently, subject to change from time to time) to provide the cash and medical benefits to them and their family members. This fund is a contributory fund in which both the employer and employee contribute 3.25% and 0.75% respectively to make it a total of 4.0% of gross salary. After commencement of the ESI contribution period in case even if the salary is revised and accordingly exceeds applicable gross salary limit, ESI contribution and benefit shall continue till the end of contribution slab period i.e.30th Sep and 31st Mar.</p>
<p>Medical Insurance: The Company provides for Hospitalization Insurance of INR 2 Lakhs, covering you and 3 of your dependents – spouse and up to two children with a Floater policy. The premium for providing such coverage will be entirely borne by the Company. Any additional coverage (top-up) for the family or a separate additional policy for the parent(s)/ parents-in-law (either / or) will be at the option of the employee. The company will facilitate this in the form of group policies where-in the corresponding premium amounts will be recovered over three or four equal monthly installments, beginning the month of the first pay cheque for the employee. Such additional coverage is permitted only at the time of joining the Company or during the annual renewal of the policy.</p>
<p>GPA Insurance: Company provides Personal Accident Insurance coverage of INR 5 Lakhs, which provides for compensation in the case of loss of limbs, hearing or sight, permanent and temporary incapacitation, and death due to an accident. The cost of this insurance will be borne by the Company.</p>
<p>Gratuity: In addition to Gross salary, an amount, equivalent to 4.81% of the basic salary will be remitted to the Gratuity Fund maintained by the employee's Group Gratuity Trust directly by the Company as a cost component to Company. An amount, equivalent to approximately, half month's basic pay for every completed year of service calculated as per the last drawn basic salary at the time of separation, will be paid at that time from the Trust funds, if the employee is eligible for the same as per the Payment of Gratuity Act (1972). As per the prevailing tax laws, Gratuity paid as per the Payment of Gratuity Act up to INR 20 Lakhs is tax free at the time of disbursement.</p> <p>Gratuity is payable only on completion of continuous service as specified by the Payment of Gratuity Act.</p> <p>Further, in case of demise of employee during the service, even before completing the minimum stipulated service, gratuity for the period of completed service shall be paid to the nominee(s) of the Employee. Employee is also covered under a separate policy for future service gratuity which will be paid on demise of an employee, to the nominee(s) of the employee calculated for the remaining service period till the retirement age, as per the last drawn basic salary at the time of demise of the employee subject to a maximum amount of Rs. 20.00 Lakhs (Rupees twenty lakhs only).. Nominee details must be declared by the employee in HR records.</p>
<p>PF: Employers' contribution of 12% of the basic per month and an additional equivalent amount of Employee's contribution will be remitted to Provident Fund Department and will be in accordance with the provisions of Employee Provident Fund Act, 1952. You may choose at your discretion, to contribute an additional amount to Voluntary Provident Fund (VPF) on submission of an undertaking to Finance department to this effect.</p>
<p>Sodexo Meal Card: The Company provides for Sodexo Meal card option. You may opt for either Sodexo Cafeteria Card or Sodexo Open Meal card as applicable for your location. The details for this benefit will be provided on your joining, on the payroll portal.</p>
<p>The rules and requirements of the prevailing Income Tax Act will govern your personal Taxation. The Company will deduct Income Tax at source on a monthly basis depending on your declaration at the beginning of the financial year. You will also be required to provide necessary proof as per your declaration.</p>

Annexure-B

JOINING FORMALITIES

As a part of your joining we require you to submit the below documents on the day of your joining.

JOINING FORMALITIES

At the Company we encourage our new joinees to join on Mondays at 9:00 AM excepting in the case of an emergency.

Please use the checklist below, for all MANDATORY documents, which need to be produced on the day of your joining. You are to inform us ahead of time of any issues pertaining to your joining or with respect to the documents that you will not be in a position to produce on the joining date. This will help us to plan accordingly.

- Copy of your offer acceptance
- Copy of your certificates starting from 10th to Graduation or highest degree.
- Relieving letter from previous organization
- Statement of income last drawn, preferably with a break-up
- Copy of Passport
- Copy of all the visas
- Copy of PAN Card
- Copy of Aadhar Card
- Four passport size photographs of self
- Your Blood Group
- Date of birth of dependents for Mediclaim policy

SEVIS ID: N0034390142

SURNAME/PRIMARY NAME Guguloth	GIVEN NAME Divya	Class of Admission F-1 ACADEMIC AND LANGUAGE
PREFERRED NAME Divya Guguloth	PASSPORT NAME	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH Hyderabad	DATE OF BIRTH 26 AUGUST 2001	
FORM ISSUE REASON CONTINUED ATTENDANCE	ADMISSION NUMBER	

SCHOOL INFORMATION

SCHOOL NAME Wilmington University New Castle	SCHOOL ADDRESS 320 DuPont Hwy, New Castle, DE 19720
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL David Ciamaricone Manager	SCHOOL CODE AND APPROVAL DATE PHI214F00138000 23 AUGUST 2002

PROGRAM OF STUDY

EDUCATION LEVEL MASTER'S	MAJOR 1 Computer and Information Systems Security/Auditing/Information Assurance 11.1003	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE
START OF CLASSES 14 SEPTEMBER 2023	PROGRAM START/END DATE 14 SEPTEMBER 2023 - 14 SEPTEMBER 2025	

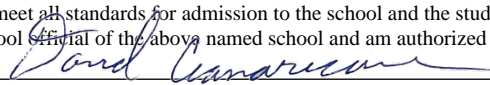
FINANCIALS

ESTIMATED AVERAGE COSTS FOR: 9 MONTHS		STUDENT'S FUNDING FOR: 9 MONTHS	
Tuition and Fees	\$ 11,500	Personal Funds	\$ 0
Living Expenses	\$ 11,000	Funds From This School	\$ 0
Expenses of Dependents (0)	\$ 0	Father	\$ 48,824
Other	\$ 0	On-Campus Employment	\$
TOTAL	\$ 22,500	TOTAL	\$ 48,824

REMARKS

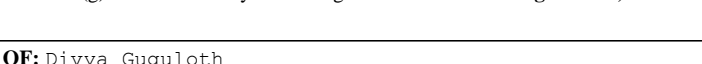
SCHOOL ATTESTATION

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

<input checked="" type="checkbox"/>		DATE ISSUED	PLACE ISSUED
SIGNATURE OF: David Ciamaricone, Manager		14 September 2023	New Castle, DE

STUDENT ATTESTATION

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. **Parent or guardian, and student, must sign if student is under 18.**

<input checked="" type="checkbox"/>		DATE
SIGNATURE OF: Divya Guguloth		
NAME OF PARENT OR GUARDIAN	<input checked="" type="checkbox"/>	SIGNATURE
		ADDRESS (city/state or province/country)
		DATE

SEVIS ID: N0034390142 (F-1)

NAME: Divya Guguloth

EMPLOYMENT AUTHORIZATIONS

--

CHANGE OF STATUS/CAP-GAP EXTENSION

--

AUTHORIZED REDUCED COURSE LOAD

--

CURRENT SESSION DATES

CURRENT SESSION START DATE	CURRENT SESSION END DATE
14 SEPTEMBER 2023	10 DECEMBER 2023

TRAVEL ENDORSEMENT

This page, when properly endorsed, may be used for re-entry of the student to attend the same school after a temporary absence from the United States. Each endorsement is valid for one year.

Designated School Official	TITLE	SIGNATURE	DATE ISSUED	PLACE ISSUED
		X		
		X		
		X		
		X		

INSTRUCTIONS TO STUDENTS

STUDENT ATTESTATION. You should read everything on this page carefully. Be sure that you understand the terms and conditions concerning your admission and stay in the United States as a nonimmigrant student before signing the student attestation on page 1 of the Form I-20 A-B. The law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any false document in the submission of this form.

FORM I-20. The Form I-20 (this form) is the primary document to show that you have been admitted to school in the United States and that you are authorized to apply for admission to the United States in F-1 class of admission. You must have your Form I-20 with you at all times. If you lose your Form I-20, you must request a new one from your designated school official (DSO) at the school named on your Form I-20.

VISA APPLICATION. You must give this Form I-20 to the U.S. consular officer at the time you apply for a visa (unless you are exempt from visa requirements). If you have a Form I-20 from more than one school, be sure to present the Form I-20 for the school you plan to attend. Your visa will include the name of that school, and you must attend that school upon entering the United States. You must also provide evidence of support for tuition and fees and living expenses while you are in the United States.

ADMISSION. When you enter the United States, you must present the following documents to the officer at the port of entry: 1) a Form I-20; 2) a valid F-1 visa (unless you are exempt from visa requirements); 3) a valid passport; and 4) evidence of support for tuition and fees and living expenses while you are in the United States. The agent should return all documents to you before you leave the inspection area.

REPORT TO SCHOOL NAMED ON YOUR FORM I-20 AND VISA. Upon your first entry to the United States, you must report to the DSO at the school named on your Form I-20 and your F-1 visa (unless you are exempt from visa requirements). If you decide to attend another school before you enter the United States, you must present a Form I-20 from the new school to a U.S. consular officer for a new F-1 visa that names the new school. Failure to enroll in the school, by the program start date on your Form I-20 may result in the loss of your student status and subject you to deportation.

EMPLOYMENT. Unlawful employment in the United States is a reason for terminating your F-1 status and deporting you from the United States. You may be employed on campus at your school. You may be employed off-campus in curricular practical training (CPT) if you have written permission from your DSO. You may apply to U.S. Citizenship and Immigration Services (USCIS) for off-campus employment authorization in three circumstances: 1) employment with an international organization; 2) severe and unexpected economic hardship; and 3) optional practical training (OPT) related to your degree. You must have written authorization from USCIS before you begin work. Contact your DSO for details. Your spouse or child (F-2 classification) may not work in the United States.

PERIOD OF STAY. You may remain in the United States while taking a full course of study or during authorized employment after your program. F-1 status ends and you are required to leave the United States on the earliest of the following dates: 1) the program end date on your Form I-20 plus 60 days; 2) the end date of your OPT plus 60 days; or 3) the termination of your program for any other reason. Contact your DSO for details.

EXTENSION OF PROGRAM. If you cannot complete the education program by the program end date on page 1 of your Form I-20, you should contact your DSO at least 15 days before the program end date to request an extension.

SCHOOL TRANSFER. To transfer schools, first notify the DSO at the school you are attending of your plan to transfer, then obtain a Form I-20 from the DSO at the school you plan to attend. Return the Form I-20 for the new school to the DSO at that school within 15 days after beginning attendance at the new school. The DSO will then report the transfer to the Department of Homeland Security (DHS). You must enroll in the new school at the next session start date. The DSO at the new school must update your registration in SEVIS.

NOTICE OF ADDRESS. When you arrive in the United States, you must report your U.S. address to your DSO. If you move, you must notify your DSO of your new address within 10 days of the change of address. The DSO will update SEVIS with your new address.

REENTRY. F-1 students may leave the United States and return within a period of five months. To return, you must have: 1) a valid passport; 2) a valid F-1 student visa (unless you are exempt from visa requirements); and 3) your Form I-20, page 2, properly endorsed for reentry by your DSO. If you have been out of the United States for more than five months, contact your DSO.

AUTHORIZATION TO RELEASE INFORMATION BY SCHOOL. DHS requires your school to provide DHS with your name, country of birth, current address, immigration status, and certain other information on a regular basis or upon request. Your signature on the Form I-20 authorizes the named school to release such information from your records.

PENALTY. To maintain your nonimmigrant student status, you must: 1) remain a full-time student at your authorized school; 2) engage only in authorized employment; and 3) keep your passport valid. Failure to comply with these regulations will result in the loss of your student status and subject you to deportation.

INSTRUCTIONS TO SCHOOLS

Failure to comply with 8 CFR 214.3(k) and 8 CFR 214.4 when issuing Forms I-20 will subject you and your school to criminal prosecution. If you issue this form improperly, provide false information, or fail to submit required reports, DHS may withdraw its certification of your school for attendance by nonimmigrant students.

ISSUANCE OF FORM I-20. DSOs may issue a Form I-20 for any nonimmigrant your school has accepted for a full course of study if that person: 1) plans to apply to enter the United States in F-1 status; 2) is in the United States as an F-1 nonimmigrant and plans to transfer to your school; or 3) is in the United States and will apply to change nonimmigrant status to F-1. DSOs may also issue the Form I-20 to the spouse or child (under the age of 21) of an F-1 student to use to enter or remain in the United States as an F-2 dependent. DSOs must sign where indicated at the bottom of page 1 of the Form I-20 to attest that the form is completed and issued in accordance with regulations.

ENDORSEMENT OF PAGE 2 FOR REENTRY. If there have been no substantive changes in information, DSOs may endorse page 2 of the Form I-20 for the student and/or the F-2 dependents to reenter the United States. If there have been substantive changes, the DSO should issue and sign a new Form I-20 that includes those changes.

RECORDKEEPING. DHS may request information concerning the student's immigration status for various reasons. DSOs should retain all evidence of academic ability and financial resources on which admission was based, until SEVIS shows the student's record completed or terminated.

AUTHORITY FOR COLLECTING INFORMATION. Authority for collecting the information on this and related student forms is contained in 8 U.S.C. 1101 and 1184. The Department of State and DHS use this information to determine eligibility for the benefits requested. The law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any false document in the submission of this form.

REPORTING BURDEN. U.S. Immigration and Customs Enforcement collects this information as part of its agency mission under the Department of Homeland Security. The estimated average time to review the instructions, search existing data sources, gather and maintain the needed data, and complete and review the collection of information is 30 minutes (.50 hours) per response. An agency may not conduct or sponsor, and a person is not required to respond to an information collection unless a form displays a currently valid OMB Control number. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to: Office of the Chief Information Officer/Forms Management Branch, U.S. Immigration and Customs Enforcement, 801 I Street NW Stop 5800, Washington, DC 20536-5800. Do not send the form to this address.



04-Nov-2023

Dear Veeramreddy Janvi,
B.E., Electronics & Communication Engineering
Chaitanya Bharathi Institute of Technology

Candidate ID – 24888110

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**.

During your probation period of 12 months which includes your training program as applicable post joining as a full-time employee, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits Annexure**. Your compensation is highly confidential and if the need arises, you may discuss it only with your manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR 450,500/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement Annexure**. You will also be governed by the other rules, regulations, and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) in 10th, 12th Diploma and Graduation/Post-Graduation and with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **1 day** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case you do not accept or decline within this time-period in the system, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Certified Skill Development (CSD) training program (if offered to you).

4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

- a) Based on your successful completion of internship or CSD training program (if offered to you), you could be onboarded directly to business without any additional training.
- b) Based on your successful completion or partial completion of internship or CSD training program (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
- c) Based on your successful completion or partial completion of internship or CSD training program (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer. You could be onboarded directly without undergoing any internship or CSD training program and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
- d) You could be onboarded directly to business without undergoing any internship or CSD training program and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar

Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

Annexure A

Compensation and Benefits

Name: Veeramreddy Janvi	Designation: Programmer Analyst Trainee
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Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*****Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Annexure B

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____ between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Veeramreddy Janvi, 22, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

- a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
- b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
- c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.
- d. You shall be flexible enough to take up the assigned role based on business requirement

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or

violate any agreement or obligations that you have with them.

4. Confidentiality

- a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
- c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
- f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

- a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
- c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per

any Company policy and which will be notified to you in advance.

d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. The Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

- a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
- b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:
- Misconduct, as provided in Misconduct and Disciplinary Action Policy
 - Non-adherence to Associate Deployment Pool Policy
 - Violation of Social Media Policy or Conflict of Interest Policy
 - Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
 - Insubordination or failure to comply with the directions given to you by persons so authorized
 - Insolvency or conviction for any offence involving moral turpitude
 - Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

- Violation of non-disparagement obligations
- Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited Veeramreddy Janvi



Maya Sreekumar

Vice President – Human Resources

I have read, understood and accept the above mentioned terms and conditions.

Signature:

Date:



PRIVATE AND CONFIDENTIAL

January 19, 2023

Mithila Muthyam

PlotNo-139 ARBrindhavan Colony,AmeenpurHyderabad, Telangana 502032
India

Dear Mithila Muthyam,

It is indeed a pleasure to welcome you to **PepsiCo Global Business Services India LLP** ("The Organization") as an integral member of the team. We look forward to working together towards achieving PepsiCo's vision, to be the global leader in convenient foods and beverages by winning with purpose.

This is to confirm our offer to you for the position of **Graduate Engineering Trainee - IT**, to be based at **Hyderabad** -IND. Please find enclosed a copy of our offer to join. Please review the same and agree to the terms & conditions stated online, once you join us, for our records.

Please do not hesitate to contact us if there is anything we can do to ensure that your transition to our Organization is as smooth as possible.

Regards,

A handwritten signature in blue ink that reads "Avantika Susan Nigam".

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,

Telangana 500075. Tel: +91 40 7136 9000



January 19, 2023

Mithila Muthyam
PlotNo-139 ARBrindhavan Colony,AmeenpurHyderabad, Telangana 502032
India

Dear Mithila,

We are pleased to confirm our offer to join “**PepsiCo Global Business Services India LLP**” (“The Organization”) as a **Graduate Engineering Trainee - IT**. The primary terms and conditions are as follows:

Your appointment will be effective from the date of joining which shall not be later than **August 7, 2023** and you are being employed to work from and report to our office unit on 15th Floor, Tower B in Special Economic Zone located at SY No 107, Laxmi Infobahn, Kokapet, Hyderabad, Telangana- 500075 on the Joining Date.

1. Place of Work:

On joining, you will be required to relocate to Hyderabad or to any place within commuting distance of the office within 30 day’s of the Joining Date. During the course of your employment with the Organization, your services are liable to be transferred, seconded or deputed to any of the divisions, branches or companies belonging to, or affiliated to, or associated with the Organization either existing as of date or which may come up in future from time to time. Such transfer, secondment or deputation may be within India or overseas. It is further clarified that except the relocation expenses and transport benefits (as per policy) offered by the Organization, all other expenses for to and fro office will be borne by the employee.

2. Compensation and Allowances:

The Total Fixed Pay offered to you is INR **985,817.00** per annum. This includes statutory retivals. The Target Variable pay offered to you is INR **91,953.00** and the pay-out is subject to your meeting the performance criteria as per the organization’s annual bonus policy. The details of the compensation offered are attached in Annexure A.

In the event that, prior to your first anniversary of your Date of Joining, you resign from your employment for any reason or your employment is terminated by the Organization for reasons detailed under this Appointment letter (i) you will be entitled to retain only that portion of the sign-on cash bonus determined by multiplying the sign-on-cash bonus by a fraction, the numerator of which will be the number of whole months that have elapsed from your Start Date to your termination date and the denominator of which will be 12

(such amount, the “Earned sign-on cash bonus”), (ii) you will promptly repay PepsiCo any portion of the sign-on cash bonus already paid to the extent it exceeds the Earned sign-on cash bonus and (iii) you will forfeit any unpaid portion of the sign-on cash bonus.

3. Medical:

You and your immediate family members, consisting of spouse, dependent children, will be covered under the Organization medical scheme on any hospitalization subject to a limit of Rs. 4,00,000 (governed by the Medical Insurance Policy.)

4. Annual Leave:

You are entitled to Annual leave in accordance with Organization policy.

5. Termination:

Your services with the Organization can be terminated by either side, without assigning any reason, by giving 60 (sixty) days’ notice in writing (“Notice Period”). Upon resignation, you will be required to serve the full Notice Period. Any leave taken during Notice Period will be added to the Notice Period. The Organization reserves the right to terminate employment of an employee, for any reason whatsoever, by giving notice as applicable or ‘Basic Pay’ in lieu of the notice period as applicable, for the level. In case of gross misconduct, negligence, fraud, embezzlement or misappropriation, employment may be terminated by the Organization forthwith without any notice or compensation in lieu thereof.

6. Non-Disclosure:

You acknowledge and agree that unauthorized disclosure of the confidential information or trade secrets of the Organization or any of its affiliates would cause irreparable loss and damage to Organization, and that you shall, besides being liable to be terminated of your employment on this account, will also be liable to be proceeded against for such relief, including but not limited to, damages.

7. Non-Compete:

In signing this Offer and Appointment letter, you agree that during the period of twelve (12) months following the termination of this agreement, you shall not:

- (a) Provide services for or be employed by, whether as an employee, director, consultant or otherwise, any entity that materially competes with beverage or snacks business of the Organization, or any entity associated or affiliated with the above businesses, in the U.S., India, Thailand, or any other countries with respect to which you have performed services for the Organization or any of its affiliates.
- (b) Solicit or endeavor to entice away from the Organization or any of its affiliates any employee, or any other person engaged by the Organization or its affiliates, (whether or not such a person would commit any breach of contract by reason of leaving the service of the Organization or its affiliates), or any customer of the Organization or its affiliates.
- (c) Disclose to any unauthorized person or persons or misuse confidential information or trade secrets of the Organization or any of its affiliates.

8. Termination Payments:

As consideration for the Organization paying your relocation expenses, notice period, sign on cash bonus if any, or any other incidental expenses, you agree that if you voluntarily leave the Organization to join another Organization within a period of twelve (12) months, then as per the Organization's policy/ies, you will be required to repay the Organization such expenses or allowances, as applicable. Further, you understand and agree that any amount you owe the Organization, for whatever reason (including amounts related to the repayment of relocation expenses or allowances), at the time you terminate your employment will be deducted, in whole or in part, from your last pay check(s) and/or expenses reimbursement.

9. Governing Laws:

Your right to any compensation or benefit referenced in this Appointment letter will be determined under the terms of the applicable plan or program. In the event of a dispute, this Offer and Appointment letter shall, for all purposes, be governed and construed in accordance with the law of India, without reference to principles of conflicts of laws.

10. Retirement:

You will retire from services of the Organization on the day you complete the age of 60 years or such age as decided by the Organization from time to time.

11. Safety:

The employee agrees that during the term of Appointment, he shall comply with the safety policy / norms prescribed by the Organization from time to time. In case of non-compliance / breach of any terms and conditions of the safety policy/norms, the Organization shall be entitled to take such action as deemed fit by the Organization and/or as per applicable law, including termination of the employment with the Organization.

12. Code of Conduct:

You will adhere, at all times, to the Organization's Code of Conduct, all Organization policies and to the laws and regulations of any country in which you work.

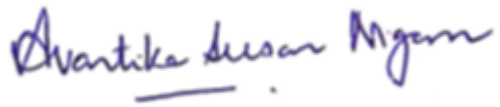
13. The Organization conducts background checks on all new employees. All employment confirmation is subject to satisfactory completion of the background verification.

14. Acceptance:

You have read, understood and accepted the conditions of your employment outlined above. By clicking "Accept" at the next prompt, you will be electronically accepting the terms and conditions of this Letter of Understanding, thereby acknowledging and confirming that you have read and understand the terms and conditions contained herein. You thereby agree to all of the terms and conditions contained therein, including any additional policies, agreements, and addendums located on pages following this signed letter. Furthermore, you are aware that by affixing your electronic signature, it is a legally binding equivalent of your handwritten signature and that in future you may not repudiate the meaning of your electronic signature.

We are happy to welcome you to our Organization and look forward to you building a mutually beneficial long-term association with the Organization.

Regards,

A handwritten signature in blue ink that reads "Avantika Susan Nigam". The signature is written in a cursive style with a horizontal line under the name "Avantika".

Avantika Susan Nigam
Head of HR

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

***(This entity is registered with Limited Liability)* LLP Identification Number: AAO-6786**

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,
Telangana 500075. Tel: +91 40 7136 9000



PRIVATE AND CONFIDENTIAL

ANNEXURE A

Name of Candidate: Mithila Muthyam

External Title – Function: Graduate Engineering Trainee-IT

DOJ: August 7, 2023

Component	Details/Linkage	Amounts in INR p.a.
Basic Salary	Basic Pay is 40% of GBS Fixed Pay	INR Rs394,327.00
Flexible Compensation	This amount can be apportioned to HRA, LTA, NPS, Telecom Reimbursement and other components as per employee choice	INR Rs525,204.00
GBS Base Pay	Annual Guaranteed Cash	INR Rs919,531.00/Yr.
Provident Fund (PF) - Employer Contribution	12% of Basic	INR Rs47,319.00
Gratuity	4.81% of Basic	INR Rs18,967.00
GBS Fixed Pay	Sum of all components above	INR Rs985,817.00
Annual Bonus	Performance linked payout Annual payment for the year is pro-rated basis the month of joining for employees joining before 1st Oct and joiners on 2nd Oct and after are not eligible for that year's bonus	INR Rs91,953.00
GBS Total Cost to Company	Sum of PepsiCo Fixed Pay & Variable Pay	INR Rs1,077,770.00

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Telangana 500075. Tel: +91 40 7136 9000

SEVIS ID: N0034494378

SURNAME/PRIMARY NAME Kalyanam	GIVEN NAME Nandini	Class of Admission <h1>F-1</h1> ACADEMIC AND LANGUAGE
PREFERRED NAME Nandini Kalyanam	PASSPORT NAME	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH NARMETTA	DATE OF BIRTH 04 OCTOBER 2001	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	

SCHOOL INFORMATION

SCHOOL NAME Northeastern University Northeastern University	SCHOOL ADDRESS 360 HUNTINGTON AVE, C/O Office of Global Services, BOSTON, MA 02115
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Sabina Muccigrosso International Student Services Associate	SCHOOL CODE AND APPROVAL DATE BOS214F00257000 22 JANUARY 2003

PROGRAM OF STUDY

EDUCATION LEVEL MASTER'S	MAJOR 1 Data Modeling/Warehousing and Database Administration 11.0802	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 19 AUGUST 2023
START OF CLASSES 18 SEPTEMBER 2023	PROGRAM START/END DATE 18 SEPTEMBER 2023 - 19 DECEMBER 2025	

FINANCIALS

ESTIMATED AVERAGE COSTS FOR: 9 MONTHS		STUDENT'S FUNDING FOR: 9 MONTHS	
Tuition and Fees	\$ 31,148	Personal Funds	\$ 0
Living Expenses	\$ 27,428	Funds From This School	\$
Expenses of Dependents (0)	\$	Family Funds	\$ 67,506
Other	\$	On-Campus Employment	\$
TOTAL	\$ 58,576	TOTAL	\$ 67,506

REMARKS

SCHOOL ATTESTATION

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

SIGNATURE OF: <u>X Sabina M.</u> Sabina Muccigrosso, International Student Services Associate	DATE ISSUED 18 May 2023	PLACE ISSUED BOSTON, MA
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STUDENT ATTESTATION

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. Parent or guardian, and student, must sign if student is under 18.

SIGNATURE OF: <u>X</u> Nandini Kalyanam	DATE		
NAME OF PARENT OR GUARDIAN	SIGNATURE	ADDRESS (city/state or province/country)	DATE

SEVIS ID: N0034494378 (F-1)

NAME: Nandini Kalyanam

EMPLOYMENT AUTHORIZATIONS

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CHANGE OF STATUS/CAP-GAP EXTENSION

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AUTHORIZED REDUCED COURSE LOAD

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CURRENT SESSION DATES

CURRENT SESSION START DATE	CURRENT SESSION END DATE
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TRAVEL ENDORSEMENT

This page, when properly endorsed, may be used for re-entry of the student to attend the same school after a temporary absence from the United States. Each endorsement is valid for one year.

Designated School Official	TITLE	SIGNATURE	DATE ISSUED	PLACE ISSUED
		X		
		X		
		X		
		X		

INSTRUCTIONS TO STUDENTS

STUDENT ATTESTATION. You should read everything on this page carefully. Be sure that you understand the terms and conditions concerning your admission and stay in the United States as a nonimmigrant student before signing the student attestation on page 1 of the Form I-20 A-B. The law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any false document in the submission of this form.

FORM I-20. The Form I-20 (this form) is the primary document to show that you have been admitted to school in the United States and that you are authorized to apply for admission to the United States in F-1 class of admission. You must have your Form I-20 with you at all times. If you lose your Form I-20, you must request a new one from your designated school official (DSO) at the school named on your Form I-20.

VISA APPLICATION. You must give this Form I-20 to the U.S. consular officer at the time you apply for a visa (unless you are exempt from visa requirements). If you have a Form I-20 from more than one school, be sure to present the Form I-20 for the school you plan to attend. Your visa will include the name of that school, and you must attend that school upon entering the United States. You must also provide evidence of support for tuition and fees and living expenses while you are in the United States.

ADMISSION. When you enter the United States, you must present the following documents to the officer at the port of entry: 1) a Form I-20; 2) a valid F-1 visa (unless you are exempt from visa requirements); 3) a valid passport; and 4) evidence of support for tuition and fees and living expenses while you are in the United States. The agent should return all documents to you before you leave the inspection area.

REPORT TO SCHOOL NAMED ON YOUR FORM I-20 AND VISA. Upon your first entry to the United States, you must report to the DSO at the school named on your Form I-20 and your F-1 visa (unless you are exempt from visa requirements). If you decide to attend another school before you enter the United States, you must present a Form I-20 from the new school to a U.S. consular officer for a new F-1 visa that names the new school. Failure to enroll in the school, by the program start date on your Form I-20 may result in the loss of your student status and subject you to deportation.

EMPLOYMENT. Unlawful employment in the United States is a reason for terminating your F-1 status and deporting you from the United States. You may be employed on campus at your school. You may be employed off-campus in curricular practical training (CPT) if you have written permission from your DSO. You may apply to U.S. Citizenship and Immigration Services (USCIS) for off-campus employment authorization in three circumstances: 1) employment with an international organization; 2) severe and unexpected economic hardship; and 3) optional practical training (OPT) related to your degree. You must have written authorization from USCIS before you begin work. Contact your DSO for details. Your spouse or child (F-2 classification) may not work in the United States.

PERIOD OF STAY. You may remain in the United States while taking a full course of study or during authorized employment after your program. F-1 status ends and you are required to leave the United States on the earliest of the following dates: 1) the program end date on your Form I-20 plus 60 days; 2) the end date of your OPT plus 60 days; or 3) the termination of your program for any other reason. Contact your DSO for details.

EXTENSION OF PROGRAM. If you cannot complete the education program by the program end date on page 1 of your Form I-20, you should contact your DSO at least 15 days before the program end date to request an extension.

SCHOOL TRANSFER. To transfer schools, first notify the DSO at the school you are attending of your plan to transfer, then obtain a Form I-20 from the DSO at the school you plan to attend. Return the Form I-20 for the new school to the DSO at that school within 15 days after beginning attendance at the new school. The DSO will then report the transfer to the Department of Homeland Security (DHS). You must enroll in the new school at the next session start date. The DSO at the new school must update your registration in SEVIS.

NOTICE OF ADDRESS. When you arrive in the United States, you must report your U.S. address to your DSO. If you move, you must notify your DSO of your new address within 10 days of the change of address. The DSO will update SEVIS with your new address.

REENTRY. F-1 students may leave the United States and return within a period of five months. To return, you must have: 1) a valid passport; 2) a valid F-1 student visa (unless you are exempt from visa requirements); and 3) your Form I-20, page 2, properly endorsed for reentry by your DSO. If you have been out of the United States for more than five months, contact your DSO.

AUTHORIZATION TO RELEASE INFORMATION BY SCHOOL. DHS requires your school to provide DHS with your name, country of birth, current address, immigration status, and certain other information on a regular basis or upon request. Your signature on the Form I-20 authorizes the named school to release such information from your records.

PENALTY. To maintain your nonimmigrant student status, you must: 1) remain a full-time student at your authorized school; 2) engage only in authorized employment; and 3) keep your passport valid. Failure to comply with these regulations will result in the loss of your student status and subject you to deportation.

INSTRUCTIONS TO SCHOOLS

Failure to comply with 8 CFR 214.3(k) and 8 CFR 214.4 when issuing Forms I-20 will subject you and your school to criminal prosecution. If you issue this form improperly, provide false information, or fail to submit required reports, DHS may withdraw its certification of your school for attendance by nonimmigrant students.

ISSUANCE OF FORM I-20. DSOs may issue a Form I-20 for any nonimmigrant your school has accepted for a full course of study if that person: 1) plans to apply to enter the United States in F-1 status; 2) is in the United States as an F-1 nonimmigrant and plans to transfer to your school; or 3) is in the United States and will apply to change nonimmigrant status to F-1. DSOs may also issue the Form I-20 to the spouse or child (under the age of 21) of an F-1 student to use to enter or remain in the United States as an F-2 dependent. DSOs must sign where indicated at the bottom of page 1 of the Form I-20 to attest that the form is completed and issued in accordance with regulations.

ENDORSEMENT OF PAGE 2 FOR REENTRY. If there have been no substantive changes in information, DSOs may endorse page 2 of the Form I-20 for the student and/or the F-2 dependents to reenter the United States. If there have been substantive changes, the DSO should issue and sign a new Form I-20 that includes those changes.

RECORDKEEPING. DHS may request information concerning the student's immigration status for various reasons. DSOs should retain all evidence of academic ability and financial resources on which admission was based, until SEVIS shows the student's record completed or terminated.

AUTHORITY FOR COLLECTING INFORMATION. Authority for collecting the information on this and related student forms is contained in 8 U.S.C. 1101 and 1184. The Department of State and DHS use this information to determine eligibility for the benefits requested. The law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any false document in the submission of this form.

REPORTING BURDEN. U.S. Immigration and Customs Enforcement collects this information as part of its agency mission under the Department of Homeland Security. The estimated average time to review the instructions, search existing data sources, gather and maintain the needed data, and complete and review the collection of information is 30 minutes (.50 hours) per response. An agency may not conduct or sponsor, and a person is not required to respond to an information collection unless a form displays a currently valid OMB Control number. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to: Office of the Chief Information Officer/Forms Management Branch, U.S. Immigration and Customs Enforcement, 801 I Street NW Stop 5800, Washington, DC 20536-5800. Do not send the form to this address.



04-Nov-2023

Dear Nandini Koyala,
B.E., Electronics & Communication Engineering
Chaitanya Bharathi Institute of Technology, Hyderabad

Candidate ID – 24888014

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**.

During your probation period of 12 months which includes your training program as applicable post joining as a full-time employee, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits Annexure**. Your compensation is highly confidential and if the need arises, you may discuss it only with your manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR 450,500/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement Annexure**. You will also be governed by the other rules, regulations, and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) in 10th, 12th Diploma and Graduation/Post-Graduation and with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **1 day** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case you do not accept or decline within this time-period in the system, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant, you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Certified Skill Development (CSD) training program (if offered to you).

4. Training - Post Joining Cognizant:

Post joining at Cognizant as full-time employee, one of the below options would be followed based on business demands.

- a) Based on your successful completion of internship or CSD training program (if offered to you), you could be onboarded directly to business without any additional training.
- b) Based on your successful completion or partial completion of internship or CSD training program (if offered to you), you could be onboarded and continue the training plan. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
- c) Based on your successful completion or partial completion of internship or CSD training program (if offered to you), you could be onboarded and could be deployed into another formal training based on business demand to a specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer. You could be onboarded directly without undergoing any internship or CSD training program and would be deployed into a formal training to a business specific skill track and it can be used as basis towards your allocation to projects/roles. In the event of unsatisfactory performance during this training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.
- d) You could be onboarded directly to business without undergoing any internship or CSD training program and would be given on-the-job training, specific to their project or business needs. In the event of unsatisfactory performance during the on-the-job training, Cognizant reserves rights at its sole discretion to revoke this FTE Offer.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar

Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

Annexure A

Compensation and Benefits

Name: Nandini Koyala	Designation: Programmer Analyst Trainee
-----------------------------	--

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*****Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Annexure B

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____ between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Nandini Koyala, 22, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

- a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
- b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
- c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.
- d. You shall be flexible enough to take up the assigned role based on business requirement

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or

violate any agreement or obligations that you have with them.

4. Confidentiality

- a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
- c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
- f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

- a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
- c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per

any Company policy and which will be notified to you in advance.

d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. The Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the

Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company

- Violation of non-disparagement obligations
- Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited Nandini Koyala



Maya Sreekumar

Vice President – Human Resources

I have read, understood and accept the above mentioned terms and conditions.

Signature:

Date:



Letter of Offer

30th June 2023

Dear **Ms. Sathvika Gummadvally**,

Welcome to Brane Services Private Limited!

We are delighted to extend this offer of employment to you for the position of “**Associate Process Leader Trainee**” at Brane Services Private Limited (hereinafter referred to as “Brane” or “Organization”)

We request you to read this Offer letter and return the enclosed duplicate copy or scanned copy by email in as an **acknowledgement of receipt of it and acceptance of the same on or before 1st July 2023**, failing which this Offer stands cancelled and withdrawn. Brane reserves the right to revoke, withdraw or modify this Offer letter at any time in its sole discretion. Your date of joining should be on or before **4th July 2023** failing which this Offer stands terminated.

Further, on joining Brane, you will be issued an Appointment Letter containing the terms and conditions of your employment with Brane and access to the Organizational policies and guidelines.

You will be working from the Hyderabad office location. However, you may be transferred to other office locations of Brane (or) to its affiliates or subsidiaries, either in India or abroad, as decided by Brane in its sole discretion. Your total C.T.C will be **Rs. 7,00,000/-** and the monthly emoluments before deductions will be **Rs. 55,411/-**. The detailed break up of emoluments and operational details are provided under Annexure-A.

In view of the Organizational needs or corporate restructuring or business considerations, your employment or services can be transferred or assigned by Brane to any of its subsidiaries, affiliate(s), joint venture, or group companies as may be deemed fit and proper by Brane. If, after issuing this Offer letter, there is any change in the Organizational or corporate set up of Brane, then your Appointment Letter may be issued in the name of any other group Organization of Brane referencing this Offer and it shall not be any surprise for you.

Brane Services Private Limited

3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally, Hyderabad,
Rangareddi, TG-500081



Non-Conflict and Confidentiality Agreement

The role, in which you join us, is a very important one which will entail dealing with confidential and sensitive data, information and records of the Organization. You will, therefore, be required to sign a “Code of Conduct, Non-Conflict and Confidentiality Agreement” of our Organization at the time of your joining the Organization. As part of your undertaking for the non-compete provision, you shall not take up any work or employment with the competitors of Brane for a period of two(2) years post expiry or earlier termination of your employment with Brane and also as part of your undertaking for non-solicitation provision you shall not solicit or offer employment either directly or indirectly to employees of Brane with any third party or under you for a period of eighteen(18) months post expiry or termination of your employment with Brane. This job requires your fulltime commitment and during your tenure of employment with us, you are not permitted to take up or participate in any other part time or full-time jobs or assignments or employment.

You shall abide by the rules and regulations, policies of the Organization as may be in force from time to time and if there is any breach or violation of them, it may result in disciplinary and legal actions.

Documentation

You are required to furnish the following documents on the day of your joining:

- Proof of age
- Certificates supplementing your highest educational and professional qualification attainments
- Appointment & relieving letter of your previous employer, as applicable
- Two passport-sized photographs
- Form 16 or any other authenticated document supplementing your earnings and income tax declaration/paid in the current financial year
- Photocopy of your PAN card
- Any other documents as may be required by the Organization.

Probation

You will be on probation for a period of six (6) months starting from Your joining date with Brane. At the end of the probation period, your performance will be tested and subject to finding it satisfactory, Brane may in its sole discretion confirm Your employment service with it. If you do not pass the test of confirmation, at the

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discretion of Brane, your probationary period may be extended for an additional time period. You shall be deemed to be on probation until and unless your services are confirmed in writing by Brane. In the event you do not pass the test of confirmation, or your conduct and performance are found unsatisfactory either during initial probationary period or during extended probation period your services are liable to be terminated without any notice. Confirmation of Your services with Brane are not automatic and is not a matter of right for you.

Termination

Your employment with the Organization can be terminated by either party:

- a) during probation, you may terminate by giving ninety (90) days prior written notice. The Organization may end your probation and consequently terminate your employment forthwith (or) by giving fifteen (15) days prior written notice.
- b) after confirmation of employment, you may choose to terminate your employment by giving ninety (90) days prior written notice informing Your intent to terminate. Brane may terminate your employment forthwith (or) terminate by giving one (1) month notice (or) by paying one (1) month gross salary in lieu thereof.
- c) Notwithstanding anything contained either in Offer letter or Appointment Letter, Brane reserves its right to terminate forthwith your probation or employment without any notice or without assigning any reasons if in its opinion your probation or continuing you in employment with it is not conducive or is detrimental to the good will or business interests of Brane.

Your Information

For the purposes of the applicable data protection laws, you agree that personal data or information (including sensitive personal data or information) relating to you which has been or is in the future obtained by Brane may be held and processed by Brane or any of its group Organization either by computer or manually for all purposes relating to the performance of your contract of employment and for Brane's legitimate business needs and legal obligations including, but not limited to the following:

- i) Administering and maintaining Brane's personnel records.
- ii) Paying and reviewing salary and other remuneration and benefits.
- iii) Providing and administering benefits (including pension) and private medical health insurance(if any applicable).
- iv) Undertaking performance appraisals and reviews and setting performance targets.
- v) Maintaining sickness and other absence records.
- vi) Taking decisions as to your fitness for work.

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Rangareddi, TG-500081



- vii) Providing references and information to future employers, and if necessary, governmental, and quasi-governmental bodies for social security, income tax, customs and other statutory or legal purposes.
- viii) Providing information to future purchasers of Brane or of the business in which you work; and
- ix) Transferring information concerning you to a country or territory outside India. You agree and consent that any personal data to which you have access in the course of your employment with Brane shall treat strictly in accordance with Brane policies and procedures and you shall not use any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you.

This Offer is based on the information furnished in your application for employment and during the interviews you had with us. This Offer of employment is subject to the positive feedback with respect to Background Verification in relation to the credentials submitted by You and is subject to You being found mentally and medically fit at the time of joining and at all times of your employment with Brane. Background verification will be done at any time during your tenure with Brane.

Notwithstanding any other terms and conditions stipulated herein at any stage during the tenure of your employment with us if it is found that any particulars or details furnished by you are incorrect and / or this Offer letter or Appointment Letter has been obtained by misrepresentation of facts, the Organization shall reserve the right to take necessary legal action in addition to termination of your employment forthwith without any notice..

If you have any queries regarding the Offer, feel free to clarify your doubts with leadership@braneServices.com

We take this opportunity to welcome you into the family of Brane Services and look forward to your contribution to the growth of the Organization and yourself.

Thanking you,
for **Brane Services Private Limited**

Raghava Avvari
HR Head

Brane Services Private Limited

3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally, Hyderabad,
Rangareddi, TG-500081



ANNEXURE-I

1. Working hours and Work Timings:

The general work timings for the office are from 9:15am to 6:45pm, within which the leaders are expected to work diligently for 9 hours. The punch in and punch out timings are taken from the biometric device affixed at the entrance of each premise. The organization shall observe a 5-day week from Monday to Friday.

2. Leaves:

You shall be eligible for a total of 21 days leaves in a calendar year. The leaves shall accrue on a monthly basis.

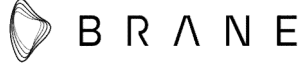
3. Background Verification:

All leaders will be deemed to have been appointed based on representations made and facts disclosed at the time of employment. BRANE has the right to conduct background verification anytime during the leader's employment with the organization. A leader is liable for appropriate action in case of any discrepancy between the claims made by the leader at the time of employment and the facts discovered thereafter.

Brane Services Private Limited

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Rangareddi, TG-500081



CTC Per Annum	7,00,000
Monthly CTC	58,333

Annexure - A		
Name: Sathvika Gummadvally	DOJ: 4th July 2023	
Role: Associate Process Leader Trainee		
Location: Hyderabad		
A) Monthly Salary Components	INR P.M.	INR P.A.
Basic	23,333	2,79,996
House Rent Allowance	9,333	1,11,996
LTA	2,309	27,705
Special Allowance Per Month	20,436	2,45,234
Monthly emoluments before deductions: (A)	55,411	6,64,932
B) Long term Benefits		
Provident Fund (Employer Contribution)	1,800	21,600
Gratuity	1,122	13,468
Total(B)	2,922	35,068
COST TO ORGANIZATION (A+B)		7,00,000

*Provident Fund(Employee Contribution) will be deducted from Monthly Gross Salary.
* Income Tax & Professional Tax will be deducted as per the Act.

For Brane Services Private Limited

Accepted

Name & Signature:

Authorized Signatory

Date:

Brane Services Private Limited

3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally, Hyderabad,
Rangareddi TG-500081



PRIVATE AND CONFIDENTIAL

January 19, 2023

Shailika Podduturi
8-30/A/1, Gangasthan-1 Nizamabad, Telangana 503003
India

Dear Shailika Podduturi,

It is indeed a pleasure to welcome you to **PepsiCo Global Business Services India LLP** ("The Organization") as an integral member of the team. We look forward to working together towards achieving PepsiCo's vision, to be the global leader in convenient foods and beverages by winning with purpose.

This is to confirm our offer to you for the position of **Graduate Engineering Trainee - IT**, to be based at **Hyderabad** -IND. Please find enclosed a copy of our offer to join. Please review the same and agree to the terms & conditions stated online, once you join us, for our records.

Please do not hesitate to contact us if there is anything we can do to ensure that your transition to our Organization is as smooth as possible.

Regards,

A handwritten signature in blue ink that reads "Avantika Susan Nigam".

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,

Telangana 500075. Tel: +91 40 7136 9000



January 19, 2023

Shailika Podduturi
8-30/A/1, Gangasthan-1 Nizamabad, Telangana 503003
India

Dear Shailika,

We are pleased to confirm our offer to join “**PepsiCo Global Business Services India LLP**” (“The Organization”) as a **Graduate Engineering Trainee - IT**. The primary terms and conditions are as follows:

Your appointment will be effective from the date of joining which shall not be later than **August 7, 2023** and you are being employed to work from and report to our office unit on 15th Floor, Tower B in Special Economic Zone located at SY No 107, Laxmi Infobahn, Kokapet, Hyderabad, Telangana- 500075 on the Joining Date.

1. Place of Work:

On joining, you will be required to relocate to Hyderabad or to any place within commuting distance of the office within 30 day’s of the Joining Date. During the course of your employment with the Organization, your services are liable to be transferred, seconded or deputed to any of the divisions, branches or companies belonging to, or affiliated to, or associated with the Organization either existing as of date or which may come up in future from time to time. Such transfer, secondment or deputation may be within India or overseas. It is further clarified that except the relocation expenses and transport benefits (as per policy) offered by the Organization, all other expenses for to and fro office will be borne by the employee.

2. Compensation and Allowances:

The Total Fixed Pay offered to you is INR **985,817.00** per annum. This includes statutory retires. The Target Variable pay offered to you is INR **91,953.00** and the pay-out is subject to your meeting the performance criteria as per the organization’s annual bonus policy. The details of the compensation offered are attached in Annexure A.

In the event that, prior to your first anniversary of your Date of Joining, you resign from your employment for any reason or your employment is terminated by the Organization for reasons detailed under this Appointment letter (i) you will be entitled to retain only that portion of the sign-on cash bonus determined by multiplying the sign-on-cash bonus by a fraction, the numerator of which will be the number of whole months that have elapsed from your Start Date to your termination date and the denominator of which will be 12

(such amount, the “Earned sign-on cash bonus”), (ii) you will promptly repay PepsiCo any portion of the sign-on cash bonus already paid to the extent it exceeds the Earned sign-on cash bonus and (iii) you will forfeit any unpaid portion of the sign-on cash bonus.

3. Medical:

You and your immediate family members, consisting of spouse, dependent children, will be covered under the Organization medical scheme on any hospitalization subject to a limit of Rs. 4,00,000 (governed by the Medical Insurance Policy.)

4. Annual Leave:

You are entitled to Annual leave in accordance with Organization policy.

5. Termination:

Your services with the Organization can be terminated by either side, without assigning any reason, by giving 60 (sixty) days’ notice in writing (“Notice Period”). Upon resignation, you will be required to serve the full Notice Period. Any leave taken during Notice Period will be added to the Notice Period. The Organization reserves the right to terminate employment of an employee, for any reason whatsoever, by giving notice as applicable or ‘Basic Pay’ in lieu of the notice period as applicable, for the level. In case of gross misconduct, negligence, fraud, embezzlement or misappropriation, employment may be terminated by the Organization forthwith without any notice or compensation in lieu thereof.

6. Non-Disclosure:

You acknowledge and agree that unauthorized disclosure of the confidential information or trade secrets of the Organization or any of its affiliates would cause irreparable loss and damage to Organization, and that you shall, besides being liable to be terminated of your employment on this account, will also be liable to be proceeded against for such relief, including but not limited to, damages.

7. Non-Compete:

In signing this Offer and Appointment letter, you agree that during the period of twelve (12) months following the termination of this agreement, you shall not:

- (a) Provide services for or be employed by, whether as an employee, director, consultant or otherwise, any entity that materially competes with beverage or snacks business of the Organization, or any entity associated or affiliated with the above businesses, in the U.S., India, Thailand, or any other countries with respect to which you have performed services for the Organization or any of its affiliates.
- (b) Solicit or endeavor to entice away from the Organization or any of its affiliates any employee, or any other person engaged by the Organization or its affiliates, (whether or not such a person would commit any breach of contract by reason of leaving the service of the Organization or its affiliates), or any customer of the Organization or its affiliates.
- (c) Disclose to any unauthorized person or persons or misuse confidential information or trade secrets of the Organization or any of its affiliates.

8. Termination Payments:

As consideration for the Organization paying your relocation expenses, notice period, sign on cash bonus if any, or any other incidental expenses, you agree that if you voluntarily leave the Organization to join another Organization within a period of twelve (12) months, then as per the Organization's policy/ies, you will be required to repay the Organization such expenses or allowances, as applicable. Further, you understand and agree that any amount you owe the Organization, for whatever reason (including amounts related to the repayment of relocation expenses or allowances), at the time you terminate your employment will be deducted, in whole or in part, from your last pay check(s) and/or expenses reimbursement.

9. Governing Laws:

Your right to any compensation or benefit referenced in this Appointment letter will be determined under the terms of the applicable plan or program. In the event of a dispute, this Offer and Appointment letter shall, for all purposes, be governed and construed in accordance with the law of India, without reference to principles of conflicts of laws.

10. Retirement:

You will retire from services of the Organization on the day you complete the age of 60 years or such age as decided by the Organization from time to time.

11. Safety:

The employee agrees that during the term of Appointment, he shall comply with the safety policy / norms prescribed by the Organization from time to time. In case of non-compliance / breach of any terms and conditions of the safety policy/norms, the Organization shall be entitled to take such action as deemed fit by the Organization and/or as per applicable law, including termination of the employment with the Organization.

12. Code of Conduct:

You will adhere, at all times, to the Organization's Code of Conduct, all Organization policies and to the laws and regulations of any country in which you work.

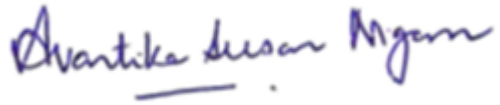
13. The Organization conducts background checks on all new employees. All employment confirmation is subject to satisfactory completion of the background verification.

14. Acceptance:

You have read, understood and accepted the conditions of your employment outlined above. By clicking "Accept" at the next prompt, you will be electronically accepting the terms and conditions of this Letter of Understanding, thereby acknowledging and confirming that you have read and understand the terms and conditions contained herein. You thereby agree to all of the terms and conditions contained therein, including any additional policies, agreements, and addendums located on pages following this signed letter. Furthermore, you are aware that by affixing your electronic signature, it is a legally binding equivalent of your handwritten signature and that in future you may not repudiate the meaning of your electronic signature.

We are happy to welcome you to our Organization and look forward to you building a mutually beneficial long-term association with the Organization.

Regards,

A handwritten signature in blue ink that reads "Avantika Susan Nigam". The signature is written in a cursive style with a horizontal line under the name "Avantika".

Avantika Susan Nigam
Head of HR

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

***(This entity is registered with Limited Liability)* LLP Identification Number: AAO-6786**

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,
Telangana 500075. Tel: +91 40 7136 9000



PRIVATE AND CONFIDENTIAL

ANNEXURE A

Name of Candidate: Shailika Podduturi

External Title – Function: Graduate Engineering Trainee-IT

DOJ: August 7, 2023

Component	Details/Linkage	Amounts in INR p.a.
Basic Salary	Basic Pay is 40% of GBS Fixed Pay	INR Rs394,327.00
Flexible Compensation	This amount can be apportioned to HRA, LTA, NPS, Telecom Reimbursement and other components as per employee choice	INR Rs525,204.00
GBS Base Pay	Annual Guaranteed Cash	INR Rs919,531.00/Yr.
Provident Fund (PF) - Employer Contribution	12% of Basic	INR Rs47,319.00
Gratuity	4.81% of Basic	INR Rs18,967.00
GBS Fixed Pay	Sum of all components above	INR Rs985,817.00
Annual Bonus	Performance linked payout Annual payment for the year is pro-rated basis the month of joining for employees joining before 1st Oct and joiners on 2nd Oct and after are not eligible for that year's bonus	INR Rs91,953.00
GBS Total Cost to Company	Sum of PepsiCo Fixed Pay & Variable Pay	INR Rs1,077,770.00

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,

Telangana 500075. Tel: +91 40 7136 9000



Letter of Offer

30th June 2023

Dear **Ms. Sravya Avala**,

Welcome to Brane Services Private Limited!

We are delighted to extend this offer of employment to you for the position of “**Associate Process Leader Trainee**” at Brane Services Private Limited (hereinafter referred to as “Brane” or “Organization”)

We request you to read this Offer letter and return the enclosed duplicate copy or scanned copy by email in as an **acknowledgement of receipt of it and acceptance of the same on or before 1st July 2023**, failing which this Offer stands cancelled and withdrawn. Brane reserves the right to revoke, withdraw or modify this Offer letter at any time in its sole discretion. Your date of joining should be on or before **4th July 2023** failing which this Offer stands terminated.

Further, on joining Brane, you will be issued an Appointment Letter containing the terms and conditions of your employment with Brane and access to the Organizational policies and guidelines.

You will be working from the Hyderabad office location. However, you may be transferred to other office locations of Brane (or) to its affiliates or subsidiaries, either in India or abroad, as decided by Brane in its sole discretion. Your total C.T.C will be **Rs. 7,00,000/-** and the monthly emoluments before deductions will be **Rs. 55,411/-**. The detailed break up of emoluments and operational details are provided under Annexure-A.

In view of the Organizational needs or corporate restructuring or business considerations, your employment or services can be transferred or assigned by Brane to any of its subsidiaries, affiliate(s), joint venture, or group companies as may be deemed fit and proper by Brane. If, after issuing this Offer letter, there is any change in the Organizational or corporate set up of Brane, then your Appointment Letter may be issued in the name of any other group Organization of Brane referencing this Offer and it shall not be any surprise for you.

Brane Services Private Limited

3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally, Hyderabad,
Rangareddi, TG-500081



Non-Conflict and Confidentiality Agreement

The role, in which you join us, is a very important one which will entail dealing with confidential and sensitive data, information and records of the Organization. You will, therefore, be required to sign a “Code of Conduct, Non-Conflict and Confidentiality Agreement” of our Organization at the time of your joining the Organization. As part of your undertaking for the non-compete provision, you shall not take up any work or employment with the competitors of Brane for a period of two(2) years post expiry or earlier termination of your employment with Brane and also as part of your undertaking for non-solicitation provision you shall not solicit or offer employment either directly or indirectly to employees of Brane with any third party or under you for a period of eighteen(18) months post expiry or termination of your employment with Brane. This job requires your fulltime commitment and during your tenure of employment with us, you are not permitted to take up or participate in any other part time or full-time jobs or assignments or employment.

You shall abide by the rules and regulations, policies of the Organization as may be in force from time to time and if there is any breach or violation of them, it may result in disciplinary and legal actions.

Documentation

You are required to furnish the following documents on the day of your joining:

- Proof of age
- Certificates supplementing your highest educational and professional qualification attainments
- Appointment & relieving letter of your previous employer, as applicable
- Two passport-sized photographs
- Form 16 or any other authenticated document supplementing your earnings and income tax declaration/paid in the current financial year
- Photocopy of your PAN card
- Any other documents as may be required by the Organization.

Probation

You will be on probation for a period of six (6) months starting from Your joining date with Brane. At the end of the probation period, your performance will be tested and subject to finding it satisfactory, Brane may in its sole discretion confirm Your employment service with it. If you do not pass the test of confirmation, at the

Brane Services Private Limited

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Rangareddi, TG-500081



discretion of Brane, your probationary period may be extended for an additional time period. You shall be deemed to be on probation until and unless your services are confirmed in writing by Brane. In the event you do not pass the test of confirmation, or your conduct and performance are found unsatisfactory either during initial probationary period or during extended probation period your services are liable to be terminated without any notice. Confirmation of Your services with Brane are not automatic and is not a matter of right for you.

Termination

Your employment with the Organization can be terminated by either party:

- a) during probation, you may terminate by giving ninety (90) days prior written notice. The Organization may end your probation and consequently terminate your employment forthwith (or) by giving fifteen (15) days prior written notice.
- b) after confirmation of employment, you may choose to terminate your employment by giving ninety (90) days prior written notice informing Your intent to terminate. Brane may terminate your employment forthwith (or) terminate by giving one (1) month notice (or) by paying one (1) month gross salary in lieu thereof.
- c) Notwithstanding anything contained either in Offer letter or Appointment Letter, Brane reserves its right to terminate forthwith your probation or employment without any notice or without assigning any reasons if in its opinion your probation or continuing you in employment with it is not conducive or is detrimental to the good will or business interests of Brane.

Your Information

For the purposes of the applicable data protection laws, you agree that personal data or information (including sensitive personal data or information) relating to you which has been or is in the future obtained by Brane may be held and processed by Brane or any of its group Organization either by computer or manually for all purposes relating to the performance of your contract of employment and for Brane's legitimate business needs and legal obligations including, but not limited to the following:

- i) Administering and maintaining Brane's personnel records.
- ii) Paying and reviewing salary and other remuneration and benefits.
- iii) Providing and administering benefits (including pension) and private medical health insurance(if any applicable).
- iv) Undertaking performance appraisals and reviews and setting performance targets.
- v) Maintaining sickness and other absence records.
- vi) Taking decisions as to your fitness for work.

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Rangareddi, TG-500081



- vii) Providing references and information to future employers, and if necessary, governmental, and quasi-governmental bodies for social security, income tax, customs and other statutory or legal purposes.
- viii) Providing information to future purchasers of Brane or of the business in which you work; and
- ix) Transferring information concerning you to a country or territory outside India. You agree and consent that any personal data to which you have access in the course of your employment with Brane shall treat strictly in accordance with Brane policies and procedures and you shall not use any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you.

This Offer is based on the information furnished in your application for employment and during the interviews you had with us. This Offer of employment is subject to the positive feedback with respect to Background Verification in relation to the credentials submitted by You and is subject to You being found mentally and medically fit at the time of joining and at all times of your employment with Brane. Background verification will be done at any time during your tenure with Brane.

Notwithstanding any other terms and conditions stipulated herein at any stage during the tenure of your employment with us if it is found that any particulars or details furnished by you are incorrect and / or this Offer letter or Appointment Letter has been obtained by misrepresentation of facts, the Organization shall reserve the right to take necessary legal action in addition to termination of your employment forthwith without any notice..

If you have any queries regarding the Offer, feel free to clarify your doubts with leadership@braneServices.com

We take this opportunity to welcome you into the family of Brane Services and look forward to your contribution to the growth of the Organization and yourself.

Thanking you,
for **Brane Services Private Limited**

Raghava Avvari
HR Head

Brane Services Private Limited

3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally, Hyderabad,
Rangareddi, TG-500081



ANNEXURE-I

1. Working hours and Work Timings:

The general work timings for the office are from 9:15am to 6:45pm, within which the leaders are expected to work diligently for 9 hours. The punch in and punch out timings are taken from the biometric device affixed at the entrance of each premise. The organization shall observe a 5-day week from Monday to Friday.

2. Leaves:

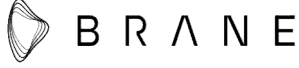
You shall be eligible for a total of 21 days leaves in a calendar year. The leaves shall accrue on a monthly basis.

3. Background Verification:

All leaders will be deemed to have been appointed based on representations made and facts disclosed at the time of employment. BRANE has the right to conduct background verification anytime during the leader's employment with the organization. A leader is liable for appropriate action in case of any discrepancy between the claims made by the leader at the time of employment and the facts discovered thereafter.

Brane Services Private Limited

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Rangareddi, TG-500081



CTC Per Annum	7,00,000
Monthly CTC	58,333

Annexure - A		
Name: Sravya Avala	DOJ: 4th July 2023	
Role: Associate Process Leader Trainee		
Location: Hyderabad		
A) Monthly Salary Components	INR P.M.	INR P.A.
Basic	23,333	2,79,996
House Rent Allowance	9,333	1,11,996
LTA	2,309	27,705
Special Allowance Per Month	20,436	2,45,234
Monthly emoluments before deductions: (A)	55,411	6,64,932
B) Long term Benefits		
Provident Fund (Employer Contribution)	1,800	21,600
Gratuity	1,122	13,468
Total(B)	2,922	35,068
COST TO ORGANIZATION (A+B)		7,00,000

*Provident Fund(Employee Contribution) will be deducted from Monthly Gross Salary.
* Income Tax & Professional Tax will be deducted as per the Act.

For Brane Services Private Limited

Accepted

Name & Signature:

Authorized Signatory

Date:

Brane Services Private Limited

3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally, Hyderabad,
Rangareddi TG-500081



Letter of Offer

2nd June 2023

Dear Ms. Ramiseti Sri Harshitha,

Welcome to Brane Services Private Limited!

We are delighted to extend this offer of employment to you for the position of “**Associate Process Leader Trainee**” at Brane Services Private Limited (hereinafter referred to as “Brane” or “Organization”)

We request you to read this Offer letter and return the enclosed duplicate copy or scanned copy by email in as an **acknowledgement of receipt of it and acceptance of the same on or before 3rd June 2023**, failing which this Offer stands cancelled and withdrawn. Brane reserves the right to revoke, withdraw or modify this Offer letter at any time in its sole discretion. Your date of joining should be on or before **1st September 2023** failing which this Offer stands terminated.

Further, on joining Brane, you will be issued an Appointment Letter containing the terms and conditions of your employment with Brane and access to the Organizational policies and guidelines.

You will be working from the Hyderabad office location. However, you may be transferred to other office locations of Brane (or) to its affiliates or subsidiaries, either in India or abroad, as decided by Brane in its sole discretion. Your total C.T.C will be **Rs. 7,00,000/-** and the monthly emoluments before deductions will be **Rs. 55,411/-**. The detailed break up of emoluments and operational details are provided under Annexure-A.

In view of the Organizational needs or corporate restructuring or business considerations, your employment or services can be transferred or assigned by Brane to any of its subsidiaries, affiliate(s), joint venture, or group companies as may be deemed fit and proper by Brane. If, after issuing this Offer letter, there is any change in the Organizational or corporate set up of Brane, then your Appointment Letter may be issued in the name of any other group Organization of Brane referencing this Offer and it shall not be any surprise for you.

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Non-Conflict and Confidentiality Agreement

The role, in which you join us, is a very important one which will entail dealing with confidential and sensitive data, information and records of the Organization. You will, therefore, be required to sign a “Code of Conduct, Non-Conflict and Confidentiality Agreement” of our Organization at the time of your joining the Organization. As part of your undertaking for the non-compete provision, you shall not take up any work or employment with the competitors of Brane for a period of two(2) years post expiry or earlier termination of your employment with Brane and also as part of your undertaking for non-solicitation provision you shall not solicit or offer employment either directly or indirectly to employees of Brane with any third party or under you for a period of eighteen(18) months post expiry or termination of your employment with Brane. This job requires your fulltime commitment and during your tenure of employment with us, you are not permitted to take up or participate in any other part time or full-time jobs or assignments or employment.

You shall abide by the rules and regulations, policies of the Organization as may be in force from time to time and if there is any breach or violation of them, it may result in disciplinary and legal actions.

Documentation

You are required to furnish the following documents on the day of your joining:

- Proof of age
- Certificates supplementing your highest educational and professional qualification attainments
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- b) after confirmation of employment, you may choose to terminate your employment by giving ninety (90) days prior written notice informing Your intent to terminate. Brane may terminate your employment forthwith (or) terminate by giving one (1) month notice (or) by paying one (1) month gross salary in lieu thereof.
- c) Notwithstanding anything contained either in Offer letter or Appointment Letter, Brane reserves its right to terminate forthwith your probation or employment without any notice or without assigning any reasons if in its opinion your probation or continuing you in employment with it is not conducive or is detrimental to the good will or business interests of Brane.

Your Information

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- ii) Paying and reviewing salary and other remuneration and benefits.
- iii) Providing and administering benefits (including pension) and private medical health insurance(if any applicable).
- iv) Undertaking performance appraisals and reviews and setting performance targets.
- v) Maintaining sickness and other absence records.
- vi) Taking decisions as to your fitness for work.

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Rangareddi, TG-500081



- vii) Providing references and information to future employers, and if necessary, governmental, and quasi-governmental bodies for social security, income tax, customs and other statutory or legal purposes.
- viii) Providing information to future purchasers of Brane or of the business in which you work; and
- ix) Transferring information concerning you to a country or territory outside India. You agree and consent that any personal data to which you have access in the course of your employment with Brane shall treat strictly in accordance with Brane policies and procedures and you shall not use any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you.

This Offer is based on the information furnished in your application for employment and during the interviews you had with us. This Offer of employment is subject to the positive feedback with respect to Background Verification in relation to the credentials submitted by You and is subject to You being found mentally and medically fit at the time of joining and at all times of your employment with Brane. Background verification will be done at any time during your tenure with Brane.

Notwithstanding any other terms and conditions stipulated herein at any stage during the tenure of your employment with us if it is found that any particulars or details furnished by you are incorrect and / or this Offer letter or Appointment Letter has been obtained by misrepresentation of facts, the Organization shall reserve the right to take necessary legal action in addition to termination of your employment forthwith without any notice..

If you have any queries regarding the Offer, feel free to clarify your doubts with leadership@braneServices.com

We take this opportunity to welcome you into the family of Brane Services and look forward to your contribution to the growth of the Organization and yourself.

Thanking you,
for **Brane Services Private Limited**

Raghava Avvari
HR Head

Brane Services Private Limited

3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally, Hyderabad,
Rangareddi, TG-500081



ANNEXURE-I

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2. Leaves:

You shall be eligible for a total of 21 days leaves in a calendar year. The leaves shall accrue on a monthly basis.

3. Background Verification:


All leaders will be deemed to have been appointed based on representations made and facts disclosed at the time of employment. BRANE has the right to conduct background verification anytime during the leader's employment with the organization. A leader is liable for appropriate action in case of any discrepancy between the claims made by the leader at the time of employment and the facts discovered thereafter.

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Rangareddi, TG-500081



CTC Per Annum	7,00,000
Monthly CTC	58,333

Annexure - A		
Name: Ramiseti Sri Harshitha	DOJ: 1st September 2023	
Role: Associate Process Leader Trainee		
Location: Hyderabad		
A) Monthly Salary Components	INR P.M.	INR P.A.
Basic	23,333	2,79,996
House Rent Allowance	9,333	1,11,996
LTA	2,309	27,705
Special Allowance Per Month	20,436	2,45,234
Monthly emoluments before deductions: (A)	55,411	6,64,932
B) Long term Benefits		
Provident Fund (Employer Contribution)	1,800	21,600
Gratuity	1,122	13,468
Total(B)	2,922	35,068
COST TO ORGANIZATION (A+B)		7,00,000
*Provident Fund(Employee Contribution) will be deducted from Monthly Gross Salary. * Income Tax & Professional Tax will be deducted as per the Act.		
For Brane Services Private Limited	Accepted	
	Name & Signature:	
Authorized Signatory	Date:	

Brane Services Private Limited
3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally, Hyderabad,
Rangareddi TG-500081



Deloitte Consulting India Private Limited
Salarpuria Softzone, Sy. No. 80/1, 81/1 & 81/2,
Bellandur Village, Varthur Hobli, Bengaluru South Taluk,
Outer Ring Road, Bengaluru – 560103, India

Tel: +91 080 6755 5000/ +91 080 6755 4000
www.deloitte.com

May 30, 2023

Ms. Emmadi Srinivas Jahnavi
H.No. : 16-6-202, Osmanpura, Chaderghat,
Hyderabad, 500024
India

Subject: Offer of Employment

Dear Emmadi Srinivas Jahnavi:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst** based in **Bengaluru**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **July 3, 2023**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 600,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **July 3, 2023**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **July 3, 2023**, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within pre-defined boundary if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:00 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Gurugram and Bengaluru.

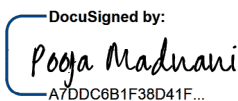
This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Emmadi, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited

Best regards,

By: 
A7DDC6B1F38D41F...
Signature

Authorized Signatory

Acceptance

I, **Emmadi**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance


36F191DEE58A431...
Signature

Jun 8, 2023
Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.05.30 13:29:47 -07:00

Annexure A**Ms. Emmadi Srinivas Jahnavi****Analyst**

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	17,500	210,000
House Rent Allowance (HRA)	8,750	105,000
Special Allowance ^{1a & 1b}	11,867	142,404
Leave Travel Allowance ²	1,750	21,000
Differential Allowance	5,833	69,996
Meal Card ³	2,200	26,400
Employer's contribution to PF	2,100	25,200
Total Salary (in Rs.)	50,000	600,000
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium ⁴	3,014	36,167

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

Annexure A

¹All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

**Employee Level -
Analyst**^{1a}Communication Expenses^{1b}Fuel Expenses

Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.

Petrol / Driver / Insurance / Repairs & Maintenance

Rs./₹ 3,000/- per month

Rs./₹ 7,500/- per month

^{1a} The internet/telephone/mobile bills should be in the Employee's name.

^{1b} For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

² The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

³ Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

⁴ Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.



Emmadi Srinivas Jahnavi

Bengaluru

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Consulting India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Salarpuria Softzone, Sy. No. 80/1, 81/1 & 81/2, Bellandur Village, Varthur Hobli, Bengaluru South Taluk, Outer Ring Road, Bengaluru - 560103, India** (the "Employer") as **Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. Pre-existing Agreements or Arrangements. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of Proceedings. Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity*.

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I

represent and warrant that I am not currently aware of any present or past violation of this provision.

8. Authorization to Access Systems and Electronic Communications and use of Deloitte Property. I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a *Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the *Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. Security. I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of Works.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. Pre-existing Creations; Personal Creations. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B**, and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- Employment Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- Employment Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3) years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: Personnel and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated; (b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- Employment Restrictions re: Deloitte Property. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d) I agree to allow a *Deloitte Entity* to inspect

any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- EMPLOYMENT OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licensor of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- Employment Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15, to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Bengaluru, Karnataka, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer’s employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer’s prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

DocuSigned by:
For Deloitte Consulting India Private Limited

Pooja Madnani

A7DDC6B1F38D41F...

Pooja Madnani

Talent

Authorized Signatory

DocuSigned by:
Effective as of **July 3, 2023**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

Emmadi Srinivas Jahnavi

36F191DEE58A431...

Emmadi Srinivas Jahnavi

Signature

Name



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.05.30 13:29:47 -07:00

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information (*PII*) or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the “Deloitte U.S. Firms”), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited (“DTTL”) or any member firm of DTTL or affiliate thereof (collectively, the “DTTL Member Firms”) or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term “control” (including the terms “controlled by” and “under common control with”) means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information*, *Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the *Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity*.

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any *Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United States Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any Form, created by me, alone or with others, during the period of my *Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B**Pre-existing Creations; Pre-existing Agreements or Arrangements**

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the *Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations, Pre-existing Agreements or Arrangements*

X No, I do not have *Pre-existing Creations, Pre-existing Agreements or Arrangements*

Title	Date	Brief Description
--------------	-------------	--------------------------

DocuSigned by:  36F191DEE58A431... _____ Signature	Jun 8, 2023 _____ Date	
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Emmadi Srinivas Jahnavi

 Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Consulting India Private Limited

DocuSigned by:  A7DDC6B1F38D41F... _____ Pooja Madnani Talent	May 30, 2023 _____ Date
--	-------------------------------

Its: *Authorized Signatory*



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
 Sealed Time: 2023.05.30 13:29:48 -07:00

An *Authorized Signatory's* signature is required only if *Pre-existing Creations* or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that *Pre-existing Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the *Intellectual Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

X

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

DocuSigned by:
Emmadi Srinivas Jahnavi
36F191DEE58A431...

Signature

Emmadi Srinivas Jahnavi

Name

Jun 8, 2023

Date

EXHIBIT D

Exceptions to Post-Employment Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-Employment Restrictions
re: Clients

X No, I do not have
Post-Employment Restrictions
re: Clients

Name of Client

Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

Deloitte Consulting India Private Limited

DocuSigned by:
Pooja Madnani
A7DDC6B1F38D41F...

Pooja Madnani

Talent

Its: Authorized Signatory May 30, 2023
Date

I have read and understood the above policy terms.

DocuSigned by:
Emmadi Srinivas Jahnavi
36F191DEE58A431...

Signature

Emmadi Srinivas Jahnavi
Name

Jun 8, 2023
Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.05.30 13:29:48 -07:00

An Authorized Signatory's signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an Authorized Signatory indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Consulting India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **90 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

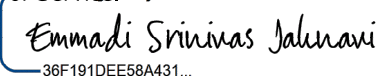
- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.

- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloitte.net/deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. <https://deloitte.net/deloitte.com/Pages/Home.aspx> for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **July 3, 2023**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions

of Service by:


36F191DEE58A431...

Signature

Emmadi Srinivas Jahnavi

Name



May 30, 2023

Ms. Emmadi Srinivas Jahnavi
H.No. : 16-6-202, Osmanpura, Chaderghat,
Hyderabad, 500024
India

Training Agreement

Dear Emmadi:

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Analyst** pursuant to the terms and conditions of your offer letter dated **July 3, 2023**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed. We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,

For **Deloitte Consulting India Private Limited**

DocuSigned by:

Pooja Madnani

A7DDC6B1F38D41F...

By:

Signature

Authorized Signatory

**SoCtronics Technologies Pvt. Ltd.**

3rd Floor, AYDIV IT Park, Sy. No.319 & 337 Partly
Puppalaguda Village, Rangareddy Dist., Telangana – 500032

CIN – U72200TG2000PTC033921

Phone: +91 40 4392 9999

E-mail: corporate@soctronics.com URL: www.soctronics.com

Appointment Letter

Date: 1st December, 2023

To

Akhil Shetty

Dear Akhil Shetty,

Sub: Appointment as Engineer Trainee pursuant to letter of intent (“LOI”) dated 24th August, 2022.

We congratulate you on successful completion of your sponsored training at VEDA IIT, a Unit of The VEDA Educational Society (hereinafter referred to as “VEDA IIT” and shall include its successors and permitted assigns), and completing the joining formalities. In furtherance of your acceptance of the letter of intent and your successful completion of the sponsored training program, we are pleased to offer you the position of **Engineer Trainee** in SoCtronics Technologies Private Limited (“SoCtronics”). You will be located in **Hyderabad, India**. Your employment with SoCtronics will commence on **1st December, 2023**.

Your employment with us will be governed by the company terms and conditions set out in the Employment Terms & Conditions to be signed by you along with this letter on the day of your appointment.

You shall be on probation for a period of six (6) from the date of joining SoCtronics. During the probation period, your employment may be terminated by SoCtronics at any time with one-week prior notice and with salary payable till such date. Should you decide to voluntarily terminate your employment at any time, you will be required to give one month's notice to SoCtronics to enable knowledge transfer.

At any time after the completion of the probation period, you may resign from employment or your employment may be terminated by providing prior written notice of 1 (one) month.

You will also be governed by any rules, regulations, policies and practices that may change from time to time. Additionally, you will be expected to sign the Business Protection and Confidentiality Agreement, IT and IT Assets Security Policy and Information Security Policies & Guidelines as a part of your joining process.

Duties:

You are required to undertake the duties as informed to you by SoCtronics and you will report to the assigned manager at the time of your joining.

As SoCtronics has a diverse customer base across the globe, during your service with SoCtronics, depending on the project requirements and customer requirements, you may have to visit or be present at a different geographical location (national/international) to support our customers and affiliated companies for which you shall be willing to take up the responsibilities as assigned from time to time. The detailed terms of employment are set out in the employment agreement executed between you and SoCtronics along with this Appointment Letter.

Total Compensation:

Your Total annual CTC will be **Rs.600000/- (Rupees Six Lakhs Only)** that consists of a salary of **Rs.552000/- (Rupees Five Lakhs Fifty Two Thousand Only)** payable in twelve equal instalments as given in the annexure-A, and **Rs.48000/- (Rupees Forty Eight Thousand only)** as Annual Performance bonus that will be paid by the end of next appraisal cycle depending upon your individual performance meeting your team and project goals and the company's performance. The salary offered at any stage is to be treated as Cost to the Company (CTC) implying that it includes all direct and indirect benefits applicable at that time.

SoCtronics believes in nurturing and rewarding its key contributors. The salary offered is to be treated as Cost to Company (CTC) implying that it includes all direct and indirect benefits applicable at that time. During any appraisal, in the event that you are not meeting the performance expectations of SoCtronics, your movement to the next salary band shall get delayed by the commensurate time it takes for you to start meeting these expectations.

Your salary will be paid to you monthly and shall be paid net of applicable withholding taxes. Your salary is confidential information and should not be discussed with other employees of SoCtronics or its affiliated companies. Discussing your salary information with other employees of SoCtronics or its affiliated companies shall attract appropriate disciplinary action.

Upon your acceptance of this Appointment Letter, you also agree to abide by the policies and procedures set out in the Human Resource Guidelines of SoCtronics, as amended from time to time. You shall work conscientiously in the interests of the management and shall utilize ordinary prudence and intelligence in the discharge of your duties. Any violation of this norm shall constitute a gross misconduct resulting in the termination of services.

At SoCtronics, our long term success depends on both the results we achieved and the way we make the results happen. We set high standards for our people, our products and our processes. Quality must set us apart. We set high standards of personal integrity and ethics in all our business ventures.

Please confirm your acceptance of the Appointment Letter and the clauses therein, by signing the Appointment Letter in the space indicated and return one original signed copy to SoCtronics Human Resources at the earliest.

By signing and conveying your acceptance of terms of the Appointment Letter, you hereby agree to be bound by the terms of this Appointment Letter, the employment agreement and associated agreements which shall all form part of your employment with SoCtronics.

Sincerely,

For SoCtronics Technologies Pvt. Ltd.,

K. Naga Sribita

Authorised Signatory

I hereby and unconditionally accept all the above terms and conditions of this Appointment Letter and agree to be bound unconditionally by all the rules and regulations of SoCtronics, as applicable from time to time.

AGREED, ACKNOWLEDGED AND ACCEPTED

Name: Akhil Shetty

Signature:

Date: 1st December, 2023

Annexure A

Salary Breakup

Name: Akhil Shetty

Designation: Engineer Trainee

Component	Per month	Per Annum
Basic	23,000	276,000
HRA	13,800	165,600
* LTA	5,669	68,024
A-Total Gross Salary	42,469	509,624
Medical & GPA Insurance Premium	625	7,500
Employer Gratuity contribution	1,106	13,276
Employer PF contribution	1,800	21,600
ESI	-	-
B-Total Retirals & Benefits	3,531	42,376
C- Total Annual CTC (A+B)	46,000	552,000

For SoCtronics Technologies Pvt. Ltd.

K. Naga Subila

Authorised Signatory

Please sign your Acceptance (Sign & Date)

* Note: If the employee opts for Meal card or NPS or both, then these components will be part of Gross Salary with LTA reduced by the same amount.

<p>Basic is 50% of CTC and is fully taxable component and is used as the base to compute other salary components such as HRA & PF.</p>
<p>House Rent Allowance ("HRA") is fixed at 60% of the Basic. As per Income Tax norms HRA is meant to pay for the rent towards residential accommodation. Exemption from tax is computed with reference to the actual rent paid by the employee towards the accommodation. Rent paid in excess of 10% of the Basic, subject to a maximum ceiling of HRA actually received would be non-taxable.</p>
<p>Leave Travel Allowance will be paid on a monthly basis as an allowance with tax deducted at source should you choose not to avail the tax benefit of fare reimbursement. In case you opt for the fare reimbursement facility to claim tax benefit, you will have to complete the LTA Fare Utilization Form available on tibs portal indicating your likely journey dates. The taxability or otherwise of LTA will be as per the Indian Income Tax Act, details of which will form part of the LTA Fare Utilization Form. LTA is tax exempt, twice in a block of four years. Reimbursement is restricted to II AC Rail or Economy Air within India only for self and immediate family</p>
<p>ESI fund, managed by ESIC, is applicable as per government norms to employees whose total gross monthly earning is Rs.21,000/- or less (currently, subject to change from time to time) to provide the cash and medical benefits to them and their family members. This fund is a contributory fund in which both the employer and employee contribute 3.25% and 0.75% respectively to make it a total of 4.0% of gross salary. After commencement of the ESI contribution period in case even if the salary is revised and accordingly exceeds applicable gross salary limit, ESI contribution and benefit shall continue till the end of contribution slab period i.e.30th Sep and 31st Mar.</p>
<p>Medical Insurance: The Company provides for Hospitalization Insurance of INR 2 Lakhs, covering you and 3 of your dependents - spouse and up to two children with a Floater policy. The premium for providing such coverage will be entirely borne by the Company. Any additional coverage (top-up) for the family or a separate additional policy for the parent(s)/ parents-in-law (either / or) will be at the option of the employee. The company will facilitate this in the form of group policies where-in the corresponding premium amounts will be recovered over three or four equal monthly installments, beginning the month of the first pay cheque for the employee. Such additional coverage is permitted only at the time of joining the Company or during the annual renewal of the policy.</p>
<p>GPA Insurance: Company provides Personal Accident Insurance coverage of INR 5 Lakhs, which provides for compensation in the case of loss of limbs, hearing or sight, permanent and temporary incapacitation, and death due to an accident. The cost of this insurance will be borne by the Company.</p>
<p>Gratuity: In addition to Gross salary, an amount, equivalent to 4.81% of the basic salary will be remitted to the Gratuity Fund maintained by the employee's Group Gratuity Trust directly by the Company as a cost component to Company. An amount, equivalent to approximately, half month's basic pay for every completed year of service calculated as per the last drawn basic salary at the time of separation, will be paid at that time from the Trust funds, if the employee is eligible for the same as per the Payment of Gratuity Act (1972). As per the prevailing tax laws, Gratuity paid as per the Payment of Gratuity Act up to INR 20 Lakhs is tax free at the time of disbursement.</p> <p>Gratuity is payable only on completion of continuous service as specified by the Payment of Gratuity Act.</p> <p>Further, in case of demise of employee during the service, even before completing the minimum stipulated service, gratuity for the period of completed service shall be paid to the nominee(s) of the Employee. Employee is also covered under a separate policy for future service gratuity which will be paid on demise of an employee, to the nominee(s) of the employee calculated for the remaining service period till the retirement age, as per the last drawn basic salary at the time of demise of the employee subject to a maximum amount of Rs. 20.00 Lakhs (Rupees twenty lakhs only).. Nominee details must be declared by the employee in HR records.</p>
<p>PF: Employers' contribution of 12% of the basic per month and an additional equivalent amount of Employee's contribution will be remitted to Provident Fund Department and will be in accordance with the provisions of Employee Provident Fund Act, 1952. You may choose at your discretion, to contribute an additional amount to Voluntary Provident Fund (VPF) on submission of an undertaking to Finance department to this effect.</p>
<p>Sodexo Meal Card: The Company provides for Sodexo Meal card option. You may opt for either Sodexo Cafeteria Card or Sodexo Open Meal card as applicable for your location. The details for this benefit will be provided on your joining, on the payroll portal.</p>
<p>The rules and requirements of the prevailing Income Tax Act will govern your personal Taxation. The Company will deduct Income Tax at source on a monthly basis depending on your declaration at the beginning of the financial year. You will also be required to provide necessary proof as per your declaration.</p>

JOINING FORMALITIES

As a part of your joining we require you to submit the below documents on the day of your joining.

JOINING FORMALITIES

At the Company we encourage our new joinees to join on Mondays at 9:00 AM excepting in the case of an emergency.

Please use the checklist below, for all MANDATORY documents, which need to be produced on the day of your joining. You are to inform us ahead of time of any issues pertaining to your joining or with respect to the documents that you will not be in a position to produce on the joining date. This will help us to plan accordingly.

- Copy of your offer acceptance
- Copy of your certificates starting from 10th to Graduation or highest degree.
- Relieving letter from previous organization
- Statement of income last drawn, preferably with a break-up
- Copy of Passport
- Copy of all the visas
- Copy of PAN Card
- Copy of Aadhar Card
- Four passport size photographs of self
- Your Blood Group
- Date of birth of dependents for Mediclaim policy



April 06, 2023

Dear **Ananth Mohan**,

It is my pleasure to offer you admission to the University of Maryland, Baltimore County (UMBC) Graduate School as a graduate student in the **Data Science** program for the **Fall 2023** semester. You are now eligible to take courses at UMBC towards the completion of your program. We were impressed with your qualifications, and hope you will find graduate education here both challenging and rewarding.

Please indicate whether you accept this offer by logging in to your myUMBC account. Accepting your admission is required before you are able to register for classes. To activate your account, please visit <https://my.umbc.edu/account> then click the "Create my Account" link. Activating your account requires your date of birth and UMBC Campus ID.

Your Campus ID is: **UO43294**

You **may** be required to pay a deposit after you accept your admission. This deposit will be a credit to your tuition bill and is not an extra fee. However, you will be required to pay this deposit before you are able to register for classes.

You will be contacted by your Graduate Program Director or Program Coordinator regarding program-specific orientation and academic advisement for your first semester's course selection. If you are subject to prerequisites or other terms of admission, the department will notify you directly. The Graduate School Catalog, Schedule of Classes, Policies and Procedures are available on our website at <https://gradschool.umbc.edu/>, some helpful resources for new students are listed at <https://gradschool.umbc.edu/students/checklist/>.

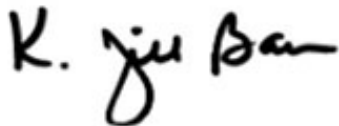
UMBC's International Student and Scholar Services ([ISSS](#)) will issue you the appropriate document to apply for a U.S. visa after you submit evidence of your financial support. If you have additional questions about this process, please contact the ISSS office using their website.

Please review the Mandatory UMBC Health Form, which must be completed and returned to University Health Services with documentation of all required immunizations before you may register for your second term at UMBC. The form is available at <https://health.umbc.edu/health-services/health-requirements/>.

Residential Life may provide temporary housing accommodations to UMBC graduate students who will be participating in campus orientation programs. Please be aware that temporary housing is available on a limited basis and is not guaranteed. For more information about registration, availability and costs, please contact Residential Life at reslife@umbc.edu.

If you have other questions or need assistance, please contact the staff of the Graduate School at 410-455-2537 or gradschool@umbc.edu. Congratulations on your acceptance and best wishes in your academic pursuits.

Sincerely yours,

A handwritten signature in black ink that reads "K. Jill Barr". The signature is written in a cursive, flowing style.

K. Jill Barr J.D., M.Ed.
Associate Vice Provost, Graduate Education
Senior Assistant Dean, Graduate Enrollment Management

Admission Information:

Campus ID: **U043294**

Program: **Data Science**

Admitted Term: **Fall 2023**

RACE AHEAD IN LIFE

Getting ahead in life may mean many different things to different people.
At CtrlS for us, it's about dreaming big and making it big.
It's about being successful while having fun.
It's something that's derived from constant practice, learning, and growth.

Welcome to CtrlS !

ENJOY THE RIDE !



29 Oct 2022

To,

**Choksha Anumolu,
Hyderabad.**

OFFER LETTER

Dear **Choksha Anumolu,**

Please refer to your application and the subsequent interview with us. We are happy to inform you that you have been selected by us for the position of “**Associate Engineer**” at “**CtrlS Datacenters Ltd.**”

We are, therefore, pleased to appoint you in the permanent employment of this Company on the following general terms and conditions of employment.

1. During the training period, you will receive Rs. 10,000 (Ten Thousand rupees only) as stipend per month. Upon completion of your training period, your consolidated salary is **Rs.600000/- p.a.**, (Six Lakh Rupees Only) and other emoluments will be as per **Appx 'A'**.
2. During your employment with this company, you will be bound by such rules and regulations at any time, and also by such legal requirements as may be applicable. You are expected to give to the company, your best efforts, attention and commitment. You are explicitly advised to refrain from any such activity, whether for monetary or any other considerations, as may become in our opinion, a hindrance to your performance.
3. You are, by virtue of employment with this company, required to do work allied, ancillary or related to incidental to the main job. Similarly, you may be asked to do any other job within your competence as judged by the company, depending upon the exigencies of the situation.
4. During the course of your employment with us, you will come in possession of the knowledge of the trade and methods of the business. It is essential that you under take to maintain total secrecy about all the information, knowledge, or such other matters. You shall not by yourself or through others, allow the same to be used in any manner detrimental to this company either during your employment or thereafter.

5. You would report to your seniors or as assigned by the management from time to time during your employment. You would be responsible for all the objectives/targets set in accordance with your reporting authorities, which are considered for evaluation of your probation period for **Six** months.
6. Your appointment and the employment will be subject to your being and remaining **medically fit**. It is necessary for you to get medically examined, as and when required by the company.
7. Your employment is substantially based on the information provided by you. If, it is found that the information provided by you are incorrect or that some information is suppressed, then your employment is liable for summary termination.
8. The contract of employment can be terminated by either Party, without cause, by giving to the other Party 3 months' notice, in writing, of its intention to do so. The Company may, at its sole discretion, waive the whole or part of the notice period. In the event the employee is on probation, and his/her employment has not been confirmed, the contract of employment can be terminated by either Party by giving to the other Party a notice of 1 month, in writing, of its intention to do so or by tendering a sum equivalent to 1 month salary, in lieu thereof.
9. Your employment at the company could be terminated for cause, upon immediate written notice to you, if there is any kind of:
 - (a) Illegal activity - relating to work or not - harming the reputation of the company.
 - (b) Indecent behavior with colleagues, customers or suppliers.
 - (c) Personal bankruptcy / insolvency.
 - (d) Refusal to do any lawful work assigned by the company.
 - (e) Absenteeism.
 - (f) Willful neglect of work.
 - (g) Repeated insubordination or violation of employment rules.
 - (h) Undisclosed conflict of interest.
 - (i) Financial irregularity with respect to expenses incurred or reimbursed by the Company.
 - (j) Corporate espionage
10. You hereby covenant, undertake and agree that during the term of your employment and for a period of 1 year following the termination of the employment, thereafter, you shall not on your own or together with any Person, directly or indirectly:
 - (i) Solicit or take away from the Company or attempt to solicit or take away, the business of any customers or any potential customer with whom you have dealt during the employment with the Company, any other related parties or clients of the Company who have been customers or clients of the Company.
 - (ii) Solicit or entice away or attempt to solicit or entice away any person who at any time during such period shall have been a director, officer, employee or associate of the Company. Be directly or indirectly interested, concerned, or engaged as principal or partner or director, agent or employee, assistant, consultant, advisor or contractor in any other capacity in any business whether for profit or otherwise relating to Internet Data Center Solutions, Internet Services or such fields which is in direct competition with the business of the Company or any business contemplated by the Company, in any geographical area within India.

11. On ceasing to be in the employment of this company for any reason, you will promptly settle all accounts including the return of all Company properties, tools, equipment, documents, etc., without making or retaining any copies.
12. Your growth in this company depends, among other factors, primarily upon contribution, dedication, sincerity and initiative.
13. You are requested to submit the documents as intimated by the “HRD Department”, at the time of joining.
14. You will receive your job profile in due course of time.
15. Please acknowledge and confirm your acceptance of the terms and conditions mentioned in this letter.

We welcome you, and look forward to many years of mutually rewarding and beneficial association. Hope that you work with much more enthusiasm and dedication in your future to come out with stupendous performance

Yours truly,
For CtrlS Datacenters Ltd.

P Rajani Reddy
Authorized Signatory

APPX 'A': DETAILS OF SALARY & OTHER ALLOWANCES

The details of the offer given to you are as given below:

- | | | |
|----------------|---|------------------------|
| 1. Name | : | Choksha Anumolu |
| 2. Designation | : | Associate Engineer |
| 3. Grade | : | L0 |
| 4. Location | : | Hyderabad |

Monthly Earnings	Amount in Rs	Yearly Earnings	Amount in Rs
Basic	17600	Basic	211200
HRA	11000	HRA	132000
LTA	5000	LTA	60000
Special Allowance	8600	Special Allowance	103200
A. Fixed Salary	42200	A. Fixed Salary	506400
B. Performance Linked Pay	6000	B. Performance Linked Pay	72000
C. Employer Provident Fund	1800	C. Employer Provident Fund	21600
Total CTC (A+B+C)	50000	Total CTC (A+B+C)	600000

Other Perks	Limit (p.a)	Coverage
Medical Insurance Coverage	300000	Employee, Spouse and 2 Children
Life Term Insurance	500000	
Accidental Insurance	500000	

Note: Performance linked pay will be released on proportional to your performance ratings.

TDS will be deducted according to the income tax norms

Yours truly,
For CtrlS Datacenters Ltd.

P Rajani Reddy
Authorized Signator



October 14, 2022

PERSONAL & CONFIDENTIAL

MD Ashfaq Ahmed
Address

Flat 204, Plot
13-16, Pranav
heights, Pragathi
Nagar, Kukatpally, Hyd
Dear Ashfaq,

It is our pleasure to extend this offer of employment to you with Silabs India Private Limited (“Silicon Labs” or the “Company”) in the role of **Associate Engineer – Product & System Apps** reporting to **Joseph Kolapudi** on the terms and conditions described in this letter (including your successful completion of a background and reference checks, as described in Clause 19 below, and any necessary immigration related approvals) and the Proprietary Information and Inventions Assignment Agreement, which is forthcoming.

Please read the terms and conditions carefully and confirm your understanding and agreement to such terms and conditions by countersigning this letter in the space provided below. When you countersign this letter, it will form a binding employment agreement (the “**Agreement**”) between you and the Company. Your employment is based upon the information and declarations provided by you. If the Company determines that the information provided is false or misleading or that you have concealed information, the Company may withdraw its offer and terminate the Agreement without providing any notice or pay in lieu thereof.

The details of your offer are as follows:

1. POSITION AND REPORTING

You will be employed by Silicon Labs in the function of **Associate Engineer – Product & System Apps**. You will report to the **Associate Engineering Manager – Product & System Apps** of the Company, currently **Joseph Kolapudi**. Your general duties and responsibilities are determined by the Company from time to time. Silicon Labs may assign you additional tasks, modify or remove your assigned duties, or change the place of your employment without additional compensation to you. As further elaborated in Clause 7.3, your designation / job title and reporting relationship may undergo a change from time to time as may be determined by the Company. During your employment, you shall devote all the necessary professional skills, time, energies and efforts to the performance of their duties on behalf of the Company.

2. TERM OF EMPLOYMENT

Your employment will commence on **June 12, 2023** (the “**Commencement Date**”) and continue until termination in accordance with the terms set forth in Clause 13 of this Agreement (the “**Employment Period**”). If you fail to join the Company on or before the Commencement Date, this Agreement shall stand terminated unless extended at the sole discretion of the Company.

SILABS INDIA PRIVATE LIMITED
(Formerly known as Swarushi Technologies India Private Limited)
(A Silicon Labs Company)

Salarpuria Sattva Knowledge City, Octave Building,
2nd & 3rd Floor, Unit 03-(Part), Parcel-4, Survey No. 83/1, Plot No 2, Serilingampally Mandal,
Raidurgam Village, Ranga Reddy Dist: Hyderabad, Telangana – 500081 | Ph: +40 69031000
Email: info-hyd@silabs.com Website: www.silabs.com
CIN: U72900TG2020PTC139507



3. PROBATIONARY PERIOD

You will initially be on probation for a period of up to six (6) months from the Commencement Date and will continue to be so unless and until you are expressly confirmed in the regular service of the Company. The probation period may be reduced or extended by the Company at its sole discretion without providing any reasons. During the probationary period, your employment may be terminated by either party by providing one (1) month's written notice.

4. COMPENSATION

- 4.1 In full compensation for the services to be rendered by you hereunder during the Employment Period, upon the terms and subject to the conditions set forth in this Agreement, the Company will pay you and you shall accept as compensation, a gross annual salary of **INR 1150000** ("**Gross Fixed Salary**"). The additional particulars of the compensation payable to you are detailed in **Exhibit 1** hereto ("**Compensation Package**"). The Compensation Package will be paid in accordance with the Company's normal payroll practices. Your Compensation Package will be reviewed periodically by the Company and any increase will be discretionary and subject to and on basis of effective performance and Company results during the period. The Compensation Package set forth in this section includes compensation for all services rendered under this Agreement.
- 4.2 **Sign-on Bonus:** As an added incentive, you will receive a one-time signing bonus of gross lump sum of **INR 160000** ("**Sign-On Bonus**"). Your Sign-On Bonus, less applicable taxes, will be paid no later than 30 days after you commence employment. If you voluntarily terminate your employment within one year of your start date, you will be required to pay back the entire Sign-On Bonus. You understand that the Sign-On Bonus is being offered at the Company's sole discretion and agree that the repayment terms are fair and reasonable..
- 4.3 **Retention Bonus:** As an added incentive, you will receive a one-time retention bonus of gross lump sum of **INR 200000** ("**Retention Bonus**"). Your Retention Bonus, less applicable taxes, will be paid no later than 12 months after you commence employment. If you voluntarily terminate your employment within 6 months after the date of payment, you will be required to pay back the entire Retention Bonus. You understand that the Retention Bonus is being offered at the Company's sole discretion and agree that the repayment terms are fair and reasonable.
- 4.4 While employed with Silicon Labs, you will be eligible to participate in our quarterly profit-sharing plan which is a form of variable compensation. Your bonus will target a quarterly payout of **10%** of your Gross Fixed Salary (exclusive of other salary components such as gratuity, provident fund contribution or any other compensation) pursuant to Silicon Labs' current year plan. Any variable compensation will be prorated according to your Commencement Date. This compensation program will be subject to tax and other applicable statutory deductions. The Company retains the right to modify, amend or terminate its plans and policies, including the said variable compensation program. It is clarified that any payments made under such programs in one financial year does not create a right to claim such compensation or similar payments from the Company in the future. In situations where this Agreement is suspended, or for other reasons when there is no entitlement to remuneration (e.g. termination of continued payment), you are not eligible for this variable compensation program or, at the Company's sole discretion, the compensation may be reduced on a *pro rata* basis.
- 4.5 The Compensation Package will be subject to appropriate tax and other statutory deductions under applicable law. Furthermore, you are solely liable for your personal tax liabilities and the Company makes no assurances that the remuneration has been structured in the most tax

efficient manner or tax treatment applicable to certain emoluments, allowances or benefits will continue for the entire term of employment. The breakdown of the Compensation Package may need to be revised from time to time in keeping with regulatory developments or otherwise, and the Company will not be liable for any additional tax liability you may face due to such revisions.

- 4.6 You agree and acknowledge that Silicon Labs may, subject to applicable laws, at any time during the term of employment or cessation thereof, deduct from your Compensation Package, or final settlement, any amounts owed by you, including but not limited to, any outstanding loans, advances, overpayments or costs incurred by the Company due to any damage or loss to Company property, etc. caused by you.

5. HOURS OF WORK

Your working hours will be forty-five (45) hours per week. You may be required to engage in travel on behalf of the Company or to work any additional hours based on the nature of your job duties or Company business. Subject to applicable law, you expressly agree to such reasonable travel and additional hours of work. You may also be required to attend duties on public holidays or weekly days off as per the exigencies of work. Your Compensation Package is inclusive of all hours worked and you expressly agree that you are not entitled to receive additional remuneration for any work done outside or beyond the normal hours of work.

6. PLACE OF WORK

- 6.1 Your place of work will be at the Company's office in Hyderabad or as may be decided by the Company. The Company may, after giving you reasonable notice, transfer or assign your services to any place of business of the Company that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.
- 6.2 The Company may also require you to complete certain duties or assign your services to any associate company, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom the Company may make any such arrangement or agreement. You may also be required on a temporary basis to work at any client premises based in India or overseas.

7. DUTIES AND OTHER ACTIVITIES

- 7.1 You shall diligently, skillfully, and faithfully carry out the objectives of the Company and protect its interests. You will devote your full time, attention and skill exclusively to the business during normal business hours (as per Clause 5) and such other hours as are necessary to satisfactorily perform your obligations under this Agreement.
- 7.2 You acknowledge that this Agreement is an exclusive employment agreement. During your employment with Silicon Labs, you will not directly or indirectly own, manage, operate, consult, be an employee or be interested in any manner whatsoever in any other business. Without limitation to the generality of the foregoing, you will not, during the subsistence of this Agreement, directly or indirectly be associated with any business that competes with the business of the Company in any manner whatsoever, whether as an officer, employee, agent or consultant. If you receive written consent under this clause to conduct any such external activity, you will not utilize the assets, resources and time of the Company for such external activities. Silicon Labs may, at its sole discretion, withdraw its consent at any time.
- 7.3 From time to time, Silicon Labs may modify your job title, reporting relationships, job duties and responsibilities, the legal entity that employs you, or the jurisdiction where you are expected to perform their duties (despite location of their residence) based on business needs.

Any such change will not be deemed to violate the terms of this Agreement or constitute any basis for constructive or involuntary termination of employment.

- 7.4 You do not have the right or the authority to make any representation, contract or commitment for or on behalf of the Company without obtaining the prior written permission of the Company in this regard. You have no authority, implied or otherwise, to pledge the credit of the Company. If Silicon Labs is held liable for any damage, loss, claim or action arising directly or indirectly from any action of yours in violation of this Clause, you will indemnify the Company to the maximum extent permissible under the laws for the time being in force in India.

8. HOLIDAYS

You are entitled to leave and holidays in accordance with the Company's policy as amended from time to time.

9. COMPANY POLICIES & PROCEDURES

In addition to the terms and conditions specifically stated herein, you will be bound by and will faithfully observe and abide by all the Company's policies and procedures in effect from time to time of which you have been notified or of which you should reasonably be aware.

10. SECURITY & DATA PROTECTION

- 10.1 Silicon Labs may use various modes to ensure that the internet, email facilities and other communication systems provided by the Company are used in an appropriate manner and that Company confidential and proprietary information is safeguarded. These may include the scanning, reading, inspection, scrutiny of emails or text messages sent and received, and web sites visited or created by you. Silicon Labs may also monitor and any personal communication channels, e-mail or social media forum that may be accessible to you. You agree, understand, and acknowledge that you do not have any expectation of privacy when using the Company's resources. Furthermore, Silicon Labs may share such information with government authorities in response to a valid request.
- 10.2 The Company also reserves the right to monitor its employees using various security measures including but not limited to closed circuit television systems. These may be installed on the Company's premises overtly or covertly to ensure that the employees do not participate or propagate any activities which are or could be prejudicial to the Company's business interests or which could bring it into disrepute.
- 10.3 You agree to comply with the data protection policy when processing personal data in the course of employment including personal data relating to any employee, customer, client, supplier or agent of the Company or its parent, subsidiaries and affiliates (together the "**Silicon Labs Group**").
- 10.4 You expressly and unambiguously consent to the collection, use, transfer, processing and handling of personal data, including your personal and sensitive personal data, by the Company for purposes related to their employment to the extent permissible under applicable laws. You accept that, subject to applicable laws, the recipients of the personal information may be in India or any other country. You also understand and accept that subject to applicable laws, the Company may transfer to other service providers your personal and sensitive personal data for the purpose of implementation, administration and management of the employment and related purposes

11. CONFIDENTIALITY AND INVENTIONS

As a condition of employment with the Company, you agree to sign Silicon Labs' Proprietary Information

and Inventions Assignment Agreement (“PIIA”), which still be provided shortly before or on your Commencement Date. You agree that the PIIA is applicable from the Commencement Date and if you fail to sign the PIIA, this Agreement and your employment shall stand terminated without any additional notice or pay in lieu thereof.

12. COMPLIANCE WITH APPLICABLE LAWS, ANTI-BRIBERY AND ANTI-CORRUPTION

- 12.1 You agree to comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to their employment by the Company.
- 12.2 The Company is part of a multinational group of companies with a parent company in the United States. Therefore, you agree that:
- a. you are bound by Silicon Laboratories Inc.’s Code of Business Conduct and Ethics, and
 - b. you will comply with all applicable laws relating to anti-bribery and anti-corruption, including but not limited to the *Foreign Corrupt Practices Act* (US) and the *Prevention of Corruption Act* (India). Without limiting the foregoing, you represent and warrant that you have not, and will not at any time during your employment with Silicon Labs, pay, give, provide, offer or promise to pay, give, provide or offer, any money or other thing of value not legitimately due, directly or indirectly, to or for the benefit of:
 - i. any government or public official, political party, candidate for political office or public international organization; or
 - ii. any other person, firm, corporation or other entity, with the knowledge that some or all of that money or other thing of value will be paid, given, offered or promised to a government or public official, political party, candidate for political office or public international organization, for the purpose of obtaining or retaining any business or to obtain any other unfair advantage in connection with the Company’s business.

13. TERMINATION OF EMPLOYMENT

- 13.1 After you have completed your initial probation period (if any), this Agreement may be terminated by either party by providing two (2) months’ written notice of termination, or notice required by law as then in effect, whichever is greater. During your notice period, you will cooperate and provide assistance as may be necessary or reasonably required by the Company to transition job responsibilities. Silicon Labs may, at its option, substitute payment in lieu, in whole or in part, of notice of termination required under this Agreement. Alternatively, Silicon Labs may require you to absent yourself from its premises on garden leave and not participate in the working of the Company during any unexpired portion of the notice period. During such garden leave, you may not contact any Company’s agents, employees, customers, clients, distributors or suppliers.
- 13.2 This Agreement may be terminated by Silicon Labs without notice or payment in lieu thereof if you breach or do not observe the terms, conditions or stipulations contained in this Agreement, which would be construed as misconduct, or is guilty of any negligence or other misconduct in connection with or affecting the business or affairs of the Company. Termination of the Agreement under this sub-paragraph would be without prejudice to:
- a. The Company’s right to claim the actual damages it has suffered through this breach; and
 - b. Any other relief to which the Company may be entitled under contract, law or equity.
- 13.3 If you, at any time, are prevented from ill-health or accident or any physical or mental disability from performing their duties hereunder, you must inform the Company and supply it with such details as it may be required. If you are unable by reason of ill-health or accident or disability, for a period of 3 months or more to perform their duties hereunder, Silicon Labs may forthwith

terminate this Agreement.

- 13.4 If your employment is terminated, the Company shall not have any liability to you other than for remuneration, allowances and perquisites that accrued prior to the effective date of termination.
- 13.5 Upon termination of your employment under this Agreement for any reason, you will at once (i) return all Silicon Labs property provided to you, or otherwise in your custody, possession or control; and (ii) complete any other formalities prescribed by the Company, including without limitation, the attending of an exit interview and the execution of appropriate release documentation.
- 13.6 Notwithstanding any provision of this Agreement to the contrary, the provisions set out in clause 11 and the PIIA, and any other provisions of this Agreement necessary to give effect to such provisions, will continue in full force and effect.
- 13.7 You agree and accept that any statutory or other "last in, first out" rule or any modification thereof shall not apply in the event of termination of this Agreement for any reason whatsoever.

14. WARRANTIES

- 14.1 You confirm and warrant that:
 - a. you have carefully read and fully understand this Agreement;
 - b. you have not been arrested, or convicted of, or cautioned for, or charged but not yet tried with any offence or crime, even if you are subject to a pardon, amnesty, or other similar legal action; there is no legal proceeding or governmental investigation pending or, to the best of your knowledge, threatened against you; nor have you been suspended, censured or subject to any other disciplinary action by any state or governmental body or regulatory authority or organization;
 - c. by entering into this Agreement or performing any of the obligations under it, you will not be in breach of any court order or any express or implied terms of any contract or other obligation binding on you, including obligations to your former employers. You will indemnify the Company against any such claims, costs, damages, liabilities or expenses which the Company may incur if they are in breach of any such obligations.
 - d. in the performance of your obligations, you will not utilize or make available to the Company any confidential or proprietary information of any third party or violate any obligation with respect to such information.
 - e. any notice period you are required to give or to serve with a previous employer has expired on commencement of employment with Silicon Labs; and
 - f. all the information submitted by you which forms the basis for this employment is complete and correct. You agree and acknowledge that if it is found that the information submitted is false or incomplete or that you have concealed certain material information which detrimentally impacts the employment with the Company, the Company may terminate employment without providing any notice or pay in lieu thereof.

15. NON-WAIVER

No delay, failure or omission on the part of the Company to exercise any of its powers, rights or remedies under this Agreement will operate as a waiver of them nor will any single or partial exercise of any such powers, rights or remedies preclude any further exercise of them.

16. ADDITIONAL REMEDIES

Notwithstanding anything contained in this Agreement, the parties acknowledge that in addition to any remedy available to the Company, whether provided herein or conferred by statute, civil law, common law, custom, trade, or usage, the Company shall be entitled to obtain an injunction against you from a civil court of competent jurisdiction.

17. SEVERABILITY

If any provision of this Agreement is held by a court of competent jurisdiction to be illegal, invalid or unenforceable, the remaining provisions shall remain in full force and effect. Any invalid or unenforceable provision of this Agreement shall be replaced with a provision which is valid and enforceable and most nearly reflects the original intent of the invalid or unenforceable provision.

18. GOVERNING LAW

This Agreement is governed by and construed in accordance with the laws of India and the courts of competent jurisdiction at Hyderabad, India shall have exclusive jurisdiction over any disputes arising under this Agreement.

19. BACKGROUND CHECK

The employment is conditional upon successful completion of a background check of you. You shall notify the Company of any pending legal cases against you. If any information provided by you is determined as false, or material information has been withheld during the recruitment process, it will be considered a breach of the Agreement and the Company may then terminate employment without providing any notice or pay in lieu thereof.

20. ENTIRE AGREEMENT, AMENDMENTS & ASSIGNMENT

This Agreement (including its schedules and annexures, if applicable) and the PIIA constitutes the entire agreement between the parties as to its subject matter and supersedes all prior agreements and understandings oral or written, between Employee and the Company. This Agreement cannot be amended or varied except in writing signed by both the parties. The Company may, in its sole and absolute discretion, assign this Agreement and the PIIA.

21. COUNTERPARTS

This Agreement will be executed in counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

* * * * *

If you agree with the above terms and conditions of employment, please sign the Acknowledgement & Acceptance at the end of this Agreement. Once the Agreement is fully signed, you will receive a copy for your records.

Ashfaq, we look forward to working with you!

Yours very truly,
Silabs India Private Limited
Per:

DocuSigned by:

BE99C454E699439...

Néstor Ho
Director

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood the terms and conditions of employment set out in the offer of employment from Silabs India Private Limited above. I have had sufficient opportunity to seek independent legal advice with respect to the terms and conditions of employment set out above. I hereby voluntarily accept and agree to the terms and conditions of employment set out above, including the terms relating to termination of employment, and agree to execute the PIIA prior to my employment.

DocuSigned by:

A1E0D0D1C65C49B

10/19/2022

MD Ashfaq Ahmed

Date

June 12 2023

I confirm my start date will be: _____

Exhibit 1

The following outlines a general breakdown of your compensation and salary components. Please note, actual figures may vary slightly depending on rounding. You will enroll your flexi-benefits component before your first payroll. The components include Leave Travel Allowance (LTA), Gift Card, Personal Development Allowance, Telephone Allowances, Food Allowances and Voluntary Employee Contribution to National Pension Scheme (NPS).

Position:	Associate Engineer – Product & System Apps
Location:	Hyderabad
Anticipated Start Date:	June 12, 2023
Offer Deadline	October 25, 2022
Salary Components	Annual (Rs)
Basic	575,000
HRA	230,000
Statutory Bonus	16,800
Special Allowance	328,200
Gross Fixed Pay (A)	1150000
Gratuity (B)	27,658
Employer Cont to PF (C)	69,000
Employer Cont to ESIC (D)	
Medical Insurance (E)	3999
Cost to the Company (A+B+C+D+E)	1,250,657
Annual Performance Bonus Target of Gross Fixed Pay (A):	10%
One-Time Cash Components	
Sign-on Bonus	INR 160000
Retention Bonus	INR 200000
Silicon Labs New Hire RSU Grant Value*	\$7500
* *RSU-The Award shall vest over a four (4) year period with 1/4th vesting on the first anniversary of the vesting start date and a further 1/4 th vesting per year over the following three (3) years.	

DocuSigned by:

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October 14, 2022

MD Ashfaq Ahmed
Address

Flat 204, Plot
13-16, Pranav
heights, Pragathi
Nagar, Hyderabad.

Dear Ashfaq,

We will recommend at a predetermined meeting of the Board of Directors that you receive a grant of Restricted Stock Units ("RSUs") valued at \$7500USD upon the commencement of your employment with Silabs India Private Limited. That value will be converted into a number of shares, determined by dividing the value granted by the average closing price of shares of Silicon Laboratories Inc. over the thirty trading days ending on the second trading day preceding the effective date of grant. The Board reserves the right to modify this methodology for calculating shares at any time. The RSUs will vest in a series of four equal annual installments commencing on the first anniversary of the date of grant. The Award will be subject to the terms and conditions of the Notice of Grant of Restricted Stock Units, Restricted Stock Units Award Agreement and the 2009 Stock Incentive Plan.

Sincerely,

DocuSigned by:


BE99C454E699439...
Néstor Ho
Chief Legal Officer
Silicon Laboratories Inc.

DS


**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 07/11/2023

Bharath Kumar Battipalli

C12070519

Raparthy Nagar

8790658901

Dear **Bharath Kumar Battipalli**,

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

Job Profile - Packaged App Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , which shall be completed, without any delay or extension, within the course timeline as prescribed by the college/institution/university, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 11.0 Jul-2023

1

Candidate's Signature *bharath*

Reference Id: cea7b592-6136-401e-8586-15deb40cd2ad_1
Signed By: MAHESH VASUDEO ZURALE

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

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

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

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

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

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

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

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

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

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

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

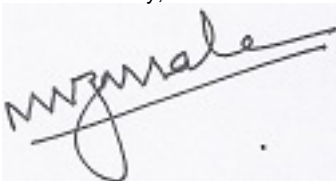
After accepting this Offer, we encourage you visit Countdown to the Company-

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

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

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

Yours sincerely,



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

ACKNOWLEDGED AND AGREED

Bharath Kumar Battipalli

ANNEXURE I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000/-
(B) Individual Performance Bonus (IPB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 6,400/-
Notional Insurance Premium paid by Company	INR 13,800/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 460700/-

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

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

(A) Annual Fixed Compensation

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

TDS is deducted as applicable from your Income.

(B) Individual Performance Bonus (IPB)

You will be eligible to participate in the FY23 (September 2022 to August 2023) Individual Performance Bonus (IPB) Programme. Your

indicative pay-out can range from **0%** to **8.5%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C)Joining Bonus:

You would receive a discretionary joining bonus of INR **25,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the first month's salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the full amount of joining bonus amount shall become payable by you and shall be repaid on termination of your employment/separation from the Company. You agree that any dues payable by you on termination/separation from the Company as aforesaid shall be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you agree to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Note: For International Worker Only*

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

Benefits applicable for current Company financial year:

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

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	INR 5,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to 2 times of your annual fixed compensation with minimum cover of INR 7,50,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse/partner and 4 dependent children up to INR 5,00,000 per annum. This plan allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law up to INR 20,00,000 and siblings up to INR 10,00,000 under a separate Insurance plan. You also can avail optional Top-Up Policy for yourself and your dependents (spouse/partner and 4 children) up to INR 30,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

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

- 10% of such claims for self, spouse/partner and 4 dependent children
- 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan.

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

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

3. Life Insurance coverage equivalent to two times of your annual fixed compensation with minimum cover of INR 7,50,000.

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

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

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

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to

company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

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

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

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

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of INR 2500.00/-, to be reimbursed on actuals along with appropriate supporting bills towards the following:

- Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.
- Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
- Expenses towards movement of one vehicle including Road Tax / Octroi.
- Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates regarding your relocation assistance, 30 days before Date of joining from the onboarding team.

All the expenses would have to be claimed as a one- time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type - Other Expense - Sub Type- Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing

obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

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

General Tax:

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

ANNEXURE II

Mandatory documentation at the time of onboarding:

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

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

ANNEXURE IV - DECLARATION

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

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

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

ACKNOWLEDGED AND AGREED:

07/02/2024

Bharath Kumar Battipalli

Date: 07/02/2024

Disclaimer

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



13 December, 2023

To,
Chirag Agarwal
21-6-544,Ghansi Bazar,
Hyderabad-500002

Dear Chirag,

We are pleased to extend an offer of employment to join **Prodapt Solutions Private Limited**, herein referred as Prodapt, as- Software Engineer at our offices in Prodapt India

As previously discussed with you during the interview process, this position is primarily for your employment in India, and both domestic and international travel may be expected from you. Your initial place of employment will be Hyderabad.

We would like you to start work on **15 December, 2023** or earlier, if at all possible, and your employment conditions are as follows:

1. Salary: Your starting salary and allowances will be at the rate of **INR ₹550,000.00/Annually**, as identified in Schedule A;

You are eligible for a one time Joining Bonus of **INR 50,000.00**. You will have to pay back the Joining Bonus amount credited in case if you initiated resignation within 12 months of your joining with us.

This offer is valid for a period of five (5) days from the date of this letter within which period of time you must accept the same, in writing. **This offer is also conditional upon receipt of the documents listed below no later than the day your employment with the company commences.**

Please note that you must present the original documents for verification purposes:

1. Signed copy of the hiring letter and Employment Agreement
2. Permanent Account Number (PAN) card or copy of PAN application
3. Relieving certificate from your former employer
4. Duly attested copy of birth certificate/school leaving certificate for verification of personal data OR duly attested photocopy of the relevant pages of your passport evidencing details such as date of birth, place of residence, photograph, etc.
5. Duly attested copies of academic and professional certificates

6. One soft copy of passport size photograph with white background
7. Last drawn pay slip or compensation page from last employer
8. Photocopies of passport

You must present a PAN card or a copy of PAN application in order to commence employment with Prodapt

Your acceptance of this letter requires that you begin employment within the agreed date of acceptance. If for whatever reason you are unable to join within the agreed date, you must contact the undersigned immediately to arrive at a mutually convenient date. Failure to accept the offer or failure to report to work in the stated or agreed timeline with the required documentation, as listed in item 2 above, will result in an automatic withdrawal of this offer and employment cannot commence unless changes to stated timeline are specifically approved by the undersigned.

Your employment is subject to the company rules, policies and regulations, which may be amended from time to time, at the sole discretion of Prodapt Solutions.

Prodapt's standard working week is 45 hours and will generally be between the hours of 9:15 am to 6:15 pm Monday to Friday, including 1 hour for lunch. As a professional, you will be expected to work the hours per week necessary for the successful conclusion of your assigned tasks and to meet all required deadlines.

Your individual compensation package is confidential between you and the company and should not be disclosed to any person or entity without the prior written consent of Prodapt.

Information relating to company secrets, inventions, Intellectual Capital, ideas, etc., is confidential and will be protected by you to safeguard Prodapt's business interests.

Your employment is conditional to your signing the detailed employment agreement that is attached with this offer letter. This consists of: Protection of company confidential information; non-compete and non-solicitation conditions; general terms and conditions relating to employment.

Any falsification of information you provide in your job application, or concealment of material facts, or disclosure of your employment terms to other employees either directly or indirectly shall result in immediate termination of your services.

Prodapt has the right to transfer your employment or services to any affiliate, group entity or any lawful transferee/assignee of Prodapt's business, subject to compliance with applicable laws.

Please notify Prodapt of your acceptance of the terms and conditions of this offer of employment as stated in the offer letter and employment agreement via email to your recruiter and the HR Team at dl-oba@prodapt.com.

On your first day of employment with us, you should also bring a signed copy of this letter and the employment agreement with you.

Prodapt is a rapidly growing organization and we seek to attract and retain the most talented professionals whose contributions will make a significant difference in our success. We look forward to working with you.

Yours sincerely,



Lavanya Nandakumar
Vice President - Global Talent Acquisition

For and on behalf of Prodapt Solutions Private Limited

I accept the offer of employment at Prodapt Solutions Private Ltd. on the terms and conditions described above.

Signature: _____ Date: _____

My proposed start date will be on: _____

Schedule A – Salary & Allowances

Employee's Name	Chirag Agarwal	
Position	Software Engineer	
Grade	P2	
Components	Annualized Value	Monthly Value
"A" Fixed		
Basic Pay	INR 220,000.00/Yr.	INR 18,333.00/Mo.
House Rent Allowance	INR 110,000.00	INR 9,167.00
"B" Flexible		
Special Allowance	INR 176,518.00	INR 14,710.00
"C" Retiral Benefits		
Employer Provident Fund	INR 26,400.00	INR 2,200.00
Gratuity	INR 10,582.00	INR 882.00
"D" Bonus		
Bonus*	-	-
"E" Annual Component		
Health Insurance	INR 6,500.00	INR 542.00
Total Cost to Company : Total (A+B+C+D+E)	INR 550,000.00	INR 45,834.00

Note:

Special Allowance is a flexible component. Employee can reduce the special allowance to avail the tax benefit and get it as a re-imbursement for Expenses by producing the bills such as Telephone and Car Maintenance. Medical Insurance coverage will be eligible for your parents, spouse & two children.

Re-imbursement amount can be fixed with Finance Department.

No need to Produce bills for Lunch Coupons.

*Bonus will be paid once in a quarter.

EMPLOYMENT AGREEMENT

AGREEMENT made this 13 December, 2023, between, Chirag Agarwal , a citizen of India having place of residence in Hyderabad (“Employee”) and Prodapt Solutions Private Limited, a company incorporated in India (“Prodapt”).

In consideration of Employee’s employment or continued employment by Prodapt, Employee’s wages or salary and other benefits in compensation of Employee’s services, and the other mutual covenants and agreements contained herein, and in lieu of any prior agreement or correspondence, the Employee and Prodapt agree as follows:

1. Employment:

Employee agrees to use their best efforts and abilities to promote the interests of Prodapt. Subject to the terms and conditions of this agreement, Prodapt hereby agrees to employ Employee as further defined in this agreement. Except as provided in this agreement, Prodapt agrees to pay Employee’s salary, at the rate agreed to from time to time, and to confer upon Employee PRODAPT’s standard agreement.

PRODAPT has the right to transfer the employment or services of the Employee to any affiliate or group entity or any lawful transferee//assignee of PRODAPT’s business, subject to compliance with applicable laws. However, the Employee does not have any right to seek employment in any affiliate or group entity of PRODAPT, on any ground whatsoever.

The Employee shall be entitled to such number and dates of mandatory holidays as are prescribed by PRODAPT from time to time.

2. Probation Period:

Employee will be on probation for Six months, at the end of the probation period, Unless and until the organization comes back with an extension of the probation, Your services will be deemed to be confirmed. Also, during the probation period the company will be entitled to discontinue your services with immediate effect in case your performance is not found satisfactory.

3. Inventions:

As used herein, “Inventions” means discoveries, improvements and ideas (whether or not shown or described in writing or reduced to practice) and works of authorship, whether or not patentable or copyrightable or otherwise protectable under any law in India or in any other country, or in respect of which PRODAPT enjoys, is entitled to enjoy or may enjoy rights, and which is registered or unregistered, (i) which relate directly to the business of PRODAPT or any other group or affiliate companies, (ii) which relate to the PRODAPT’s actual or demonstrably anticipated research or development. This section does not apply to any invention developed by Employee prior to Employee’s employment by PRODAPT,

provided that such invention is listed and described in an exhibit attached to and made part of this agreement.

With respect to inventions made, authored or conceived by Employee, either solely or jointly with others, during Employee's employment, whether or not during normal working hours and whether or not at PRODAPT's premises, Employee acknowledges and agrees that the present agreement being a contract for service the Company owns all copyright and other rights thereto. Employee further agrees that it will (i) keep accurate, complete and timely records of such inventions, which records shall be PRODAPT's property and be retained on PRODAPT's premises; (ii) promptly and fully disclose and describe such inventions in writing to PRODAPT; (iii) assign, and does hereby assign, copyrights, and applications therefore with respect to such inventions; and (iv) acknowledge and deliver promptly to PRODAPT (without charge to PRODAPT but at the expense of PRODAPT) such written instruments and so such other acts as may be necessary in the opinion of PRODAPT to obtain and preserve such property rights and to vest the entire right and title thereto in PRODAPT.

Employee will cooperate with PRODAPT in the execution of any documents which affect the assignment/transfer of inventions or rights thereto which may be required by PRODAPT clients or other third party, provided that such requirement is no broader than the requirements of Section 2 above.

4. Confidential Information:

During the term of Employee's employment by PRODAPT and any time thereafter, except in the course of performing Employee's employment duties for PRODAPT, the Employee will not use, disclose, reveal or report any confidential information of PRODAPT's past or current clients, or of other parties which have disclosed confidential or proprietary information to PRODAPT. As used herein, "confidential information" means information not generally known that is proprietary to PRODAPT, its clients or other parties, including but not limited to information about any clients, prospective clients, sales proposals, employees, processes, operations, products, services, organization, research, development, accounting, marketing, applications, selling, servicing, finance, business systems, computer systems, software systems and techniques. All information disclosed to Employee, or to which Employee obtains access, whether originated by Employee or by others, which Employee has reasonable basis to believe to be confidential information, or which is treated by PRODAPT or its clients or other parties as being confidential information, shall be presumed to be confidential information.

Employee will cooperate with PRODAPT in the execution of any personal confidentiality agreement, which may be required by a PRODAPT client or other third party, provided that such agreement is no broader in its provisions to the requirements of Section 3 above.

5. No Solicitation; Prohibition on Transacting Business:

As a material consideration for Company's entering into this Agreement, you agree that while you are employed by Company, and for a period of two years commencing on the

termination of your employment for any reason whatsoever (or for no reason), neither you nor any person or entity controlled by you shall, directly or indirectly,

a) solicit or aid in the solicitation for employment or the provision of services (including but not limited to as an agent, contractor or consultant) any person employed by, or serving as an agent, contractor or consultant to, Company or its successors or assigns including, without limitation, individuals employed or serving as technicians, sales employees or in administration or management;

b) solicit or aid in the solicitation of any Customer of Company with whom you worked or had regular contact, or on whose account you worked at any time during the two years preceding the your termination;

c) solicit or aid in the solicitation of any individual or entity which you know or has reason to know was a Customer Prospect or Customer Suspect during the two years preceding the your termination; or

d) transact business with a Customer either on your own behalf or on behalf of another person or entity other than the Company.

6. Non-Compete:

To protect the Company's business interests and maintain the secrecy of its confidential and proprietary information you agree that for two years after leaving the services of the Company, you will not work for any of the Company's, its associate's, affiliate's, successor's, assign's, subsidiary's or principal contractor's customers and / or competitors without specific written approval from Company. Prodapt will not unduly withhold such approval.

7. Background Verification:

The Company reserves the right to conduct a background check of its employees, and your employment maybe conditioned on satisfactory results. The Employee hereby consents to the conducting of a background check by Company and/or Company's agents, customer and/or client to the full extent permitted by law during the term of employment. Such a background check may include, but shall not be limited to educational qualifications, previous employment records, contacting past employers, criminal records and conducting an identity check criminal record check, drug and/or alcohol screening, etc. Employment under this Agreement is conditioned upon satisfactory verification of the above mentioned background checks.

The Employee agrees not to hold Company and/or its agent(s), customer(s) and/or client(s) liable for any claims in connection with such checking or testing or the reporting of the results thereof to Company.

8. Return of PRODAPT Property

Upon termination of employment, the Employee shall return to PRODAPT all copies of any confidential information (whether in paper, electronic or any other form) and all hardware, software, books, documentation, files, keys, keycards, company credit cards, mobile phones, visiting cards, records, lists and any other information or property owned by PRODAPT within Employee's possession or control, including copies thereof.

9. Injunctive Relief:

In the event of a breach or threatened breach of Sections 2, 3, 4 or 5 by Employee, PRODAPT shall be entitled, without posting of a bond, to an injunction restraining such breach, an accounting and repayment of profits, compensation, commission, remuneration or other benefits that Employee, directly or indirectly, may realize as a result of such violation and to reimbursement of any attorney's fees and costs incurred by PRODAPT as a result of such breach. Nothing herein shall be construed as prohibiting PRODAPT from pursuing any other statutory or common law remedy available to it for such breach.

10. Term:

10.1 Employment under this agreement may be terminable by PRODAPT with a minimum of 90 days prior notice to Employee.

10.2 Employment under this agreement may be terminable by Employee with a minimum of 90 days prior notice to PRODAPT. This is also applicable for employees under probation.

10.3 For purposes of this agreement, cause means criminal activity, dishonesty, negligence, or breach of the Employee's fiduciary duties to PRODAPT, breach or non-observance of the terms of this agreement or failure to perform duties to the standards laid down by PRODAPT.

10.4 Absence of a continuous period of three (3) days without prior approval of your superior, including overstay of the leave/training, would be treated as abandonment of service.

Sections 2 through 8 of this agreement shall survive termination of employment.

11. General Provisions

This agreement may be assigned by PRODAPT and shall inure to the benefit of PRODAPT's successors and assigns. If any term, provision, covenant or agreement hereof is held by a court to be invalid, void or unenforceable, the remainder of the terms hereof shall remain in full force and effect and shall in no way be affected, impaired or invalidated. This agreement shall be governed by and construed in accordance with the laws of India and in the event of any dispute or difference, the courts at Chennai shall have exclusive jurisdiction. This agreement contains the entire contract between the parties. All prior agreements between the parties regarding such matters or Employee's employment are superseded hereby and terminated.

In witness whereof, the undersigned have executed this agreement as of 13 December, 2023

EMPLOYEE:

Signature: _____

For PRODAPT:



Signature: _____

Lavanya Nandakumar

Vice President - Global Talent Acquisition

For and on behalf of Prodapt Solutions Private Limited

Registered Office

Prodapt Solutions Private Limited

Prodapt Headquarters, No.25 A&B, South Phase, 5th Cross Street,
Thiru Vi Ka Industrial Estate, Guindy, Chennai 600032, India

+91 44 4903 3000 | www.prodapt.com

CIN: U72200TG2010PTC070406



Letter of Offer

3rd August 2023

Dear **Mr. Darpan Reddy Enugurthy**,

Welcome to Brane Services Private Limited!

We are delighted to extend this offer of employment to you for the position of “**Associate Process Leader Trainee**” at Brane Services Private Limited (hereinafter referred to as “Brane” or “Organization”)

We request you to read this Offer letter and return the enclosed duplicate copy or scanned copy by email in as an **acknowledgement of receipt of it and acceptance of the same on or before 4th August 2023**, failing which this Offer stands cancelled and withdrawn. Brane reserves the right to revoke, withdraw or modify this Offer letter at any time in its sole discretion. Your date of joining should be on **4th August 2023** failing which this Offer stands terminated.

Further, on joining Brane, you will be issued an Appointment Letter containing the terms and conditions of your employment with Brane and access to the Organizational policies and guidelines.

You will be working from the Hyderabad office location. However, you may be transferred to other office locations of Brane (or) to its affiliates or subsidiaries, either in India or abroad, as decided by Brane in its sole discretion. Your total C.T.C will be **Rs. 7,00,000/-** and the monthly emoluments before deductions will be **Rs. 55,411/-**. The detailed break up of emoluments and operational details are provided under Annexure-A.

In view of the Organizational needs or corporate restructuring or business considerations, your employment or services can be transferred or assigned by Brane to any of its subsidiaries, affiliate(s), joint venture, or group companies as may be deemed fit and proper by Brane. If, after issuing this Offer letter, there is any change in the Organizational or corporate set up of Brane, then your Appointment Letter may be issued in the name of any other group Organization of Brane referencing this Offer and it shall not be any surprise for you.

**Brane Services Private
Limited**

3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally, Hyderabad,



Non-Conflict and Confidentiality Agreement

The role, in which you join us, is a very important one which will entail dealing with confidential and sensitive data, information and records of the Organization. You will, therefore, be required to sign a “Code of Conduct, Non-Conflict and Confidentiality Agreement” of our Organization at the time of your joining the Organization. As part of your undertaking for the non-compete provision, you shall not take up any work or employment with the competitors of Brane for a period of two(2) years post expiry or earlier termination of your employment with Brane and also as part of your undertaking for non-solicitation provision you shall not solicit or offer employment either directly or indirectly to employees of Brane with any third party or under you for a period of eighteen(18) months post expiry or termination of your employment with Brane. This job requires your fulltime commitment and during your tenure of employment with us, you are not permitted to take up or participate in any other part time or full-time jobs or assignments or employment.

You shall abide by the rules and regulations, policies of the Organization as may be in force from time to time and if there is any breach or violation of them, it may result in disciplinary and legal actions.

Documentation

You are required to furnish the following documents on the day of your joining:

- Proof of age
- Certificates supplementing your highest educational and professional qualification attainments
- Appointment & relieving letter of your previous employer, as applicable
- Two passport-sized photographs
- Form 16 or any other authenticated document supplementing your earnings and income tax declaration/paid in the current financial year
- Photocopy of your PAN card
- Any other documents as may be required by the Organization.

Probation

You will be on probation for a period of six (6) months starting from Your joining date with Brane. At the end of the probation period, your performance will be tested and subject to finding it satisfactory, Brane may in its sole discretion confirm Your employment service with it. If you do not pass the test of confirmation, at the

**Brane Services Private
Limited**

3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally, Hyderabad,



discretion of Brane, your probationary period may be extended for an additional time period. You shall be deemed to be on probation until and unless your services are confirmed in writing by Brane. In the event you do not pass the test of confirmation, or your conduct and performance are found unsatisfactory either during initial probationary period or during extended probation period your services are liable to be terminated without any notice. Confirmation of Your services with Brane are not automatic and is not a matter of right for you.

Termination

Your employment with the Organization can be terminated by either party:

- a) during probation, you may terminate by giving ninety (90) days prior written notice. The Organization may end your probation and consequently terminate your employment forthwith (or) by giving fifteen (15) days prior written notice.
- b) after confirmation of employment, you may choose to terminate your employment by giving ninety (90) days prior written notice informing Your intent to terminate. Brane may terminate your employment forthwith (or) terminate by giving one (1) month notice (or) by paying one (1) month gross salary in lieu thereof.
- c) Notwithstanding anything contained either in Offer letter or Appointment Letter, Brane reserves its right to terminate forthwith your probation or employment without any notice or without assigning any reasons if in its opinion your probation or continuing you in employment with it is not conducive or is detrimental to the good will or business interests of Brane.

Your Information

For the purposes of the applicable data protection laws, you agree that personal data or information (including sensitive personal data or information) relating to you which has been or is in the future obtained by Brane may be held and processed by Brane or any of its group Organization either by computer or manually for all purposes relating to the performance of your contract of employment and for Brane's legitimate business needs and legal obligations including, but not limited to the following:

- i) Administering and maintaining Brane's personnel records.
- ii) Paying and reviewing salary and other remuneration and benefits.
- iii) Providing and administering benefits (including pension) and private medical health insurance(if any applicable).
- iv) Undertaking performance appraisals and reviews and setting performance targets.
- v) Maintaining sickness and other absence records.
- vi) Taking decisions as to your fitness for work.

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- vii) Providing references and information to future employers, and if necessary, governmental, and quasi-governmental bodies for social security, income tax, customs and other statutory or legal purposes.
- viii) Providing information to future purchasers of Brane or of the business in which you work; and
- ix) Transferring information concerning you to a country or territory outside India. You agree and consent that any personal data to which you have access in the course of your employment with Brane shall be treated strictly in accordance with Brane policies and procedures and you shall not use any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you.

This Offer is based on the information furnished in your application for employment and during the interviews you had with us. This Offer of employment is subject to the positive feedback with respect to Background Verification in relation to the credentials submitted by You and is subject to You being found mentally and medically fit at the time of joining and at all times of your employment with Brane. Background verification will be done at any time during your tenure with Brane.

Notwithstanding any other terms and conditions stipulated herein at any stage during the tenure of your employment with us if it is found that any particulars or details furnished by you are incorrect and / or this Offer letter or Appointment Letter has been obtained by misrepresentation of facts, the Organization shall reserve the right to take necessary legal action in addition to termination of your employment forthwith without any notice..

If you have any queries regarding the Offer, feel free to clarify your doubts with leadership@braneServices.com

We take this opportunity to welcome you into the family of Brane Services and look forward to your contribution to the growth of the Organization and yourself.

Thanking you,
for **Brane Services Private Limited**

Raghava Avvari
HR Head

**Brane Services Private
Limited**

3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally, Hyderabad,



ANNEXURE-I

1. Working hours and Work Timings:

The general work timings for the office are from 9:15am to 6:45pm, within which the leaders are expected to work diligently for 9 hours. The punch in and punch out timings are taken from the biometric device affixed at the entrance of each premise. The organization shall observe a 5-day week from Monday to Friday.

2. Leaves:

You shall be eligible for a total of 21 days leaves in a calendar year. The leaves shall accrue on a monthly basis.

3. Background Verification:

All leaders will be deemed to have been appointed based on representations made and facts disclosed at the time of employment. BRANE has the right to conduct background verification anytime during the leader's employment with the organization. A leader is liable for appropriate action in case of any discrepancy between the claims made by the leader at the time of employment and the facts discovered thereafter.



CTC Per Annum	7,00,000
Monthly CTC	58,333

Annexure - A		
Name: Darpan Reddy Enugurthy		
Role: Associate Process Leader Trainee	DOJ: 4th August 2023	
Location: Hyderabad		
A) Monthly Salary Components	INR P.M.	INR P.A.
Basic	23,333	2,79,996
House Rent Allowance	9,333	1,11,996
LTA	2,309	27,705
Special Allowance Per Month	20,436	2,45,234
Monthly emoluments before deductions: (A)	55,411	6,64,932
B) Long term Benefits		
Provident Fund (Employer Contribution)	1,800	21,600
Gratuity	1,122	13,468
Total(B)	2,922	35,068
COST TO ORGANIZATION (A+B)		7,00,000

*Provident Fund(Employer Contribution) will be deducted from Monthly Gross Salary.

* Income Tax & Professional Tax will be deducted as per the Act.

For Brane Services Private Limited

Accepted

Name & Signature: DarpanReddy.

Authorized Signatory

Date:04/08/2023

Brane Services Private Limited
3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally,
Hyderabad,
Rangareddi TG-500081

You're almost done... we'll send you an email shortly with instructions on how to complete your offer acceptance.

ORACLE

**Oracle India Private Limited
India Development Center
Oracle Technology Park
3, Bannerghatta Road
Bangalore - 560 029, India
Phone +91 80 4107 6000
Fax +91 80 2552 6124**

**Registered office address:
F-01/02, First Floor,
Salcon Rasvillas Plot no. D-1,
District Centre, Saket,
New Delhi – 110 017
Phone: 91-11- 46509000
Fax: 91-11-40574722
CIN: U74899DL1993PTC051764**

Private & Confidential

24 May 2023

Gowtham Gulla

Dear Gowtham,

We are pleased to offer you employment in the position of Associate Software Developer with Oracle India Private Limited, IDC ("Oracle") Your base of operation is HYDERABAD, India. This offer of employment is made based on India laws.

We offer you a starting compensation as detailed below. You will be eligible to participate in the start-up bonus plan relevant to your role and line of business.

with a start-up bonus of INR 1,00,000.00 payable over twelve (12) months. In addition, you will be eligible to participate in the start-up bonus plan relevant to your role and line of business.

Components	Amount (INR) p.a
A. Basic salary	605,195.00
B. Flexible Benefit Plan (FBP) **	739,682.00
C. Annual Gross Pay AGP (A+B)	1,344,877.00
D. Company's contribution to PF	72,623.00
Total Gross (C+D)	1,417,500.00

In addition to the above you will be eligible for Gratuity benefit in accordance with the statutory provisions governing payment of Gratuity which may be applicable at the time.

** - Details of Flexible Benefit Plan is provided in the Annexure "Employment Agreement & Employment Benefits"

The Company may, at any time, review and/or restructure the Compensation Package.

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of **INR 309,525.16** toward relocation costs under the JAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up to the maximum budget amount and within the parameters of the Relocation Policy.

Oracle has partnered with SIRVA for relocation in Japan, APAC and India. Your manager will initiate your relocation with SIRVA after an Oracle purchase order has been created and approved. You will be contacted by SIRVA within 24 hours of your relocation authorization. If you are not contacted by SIRVA within a few days, please contact your Oracle manager to ensure s/he has completed the necessary steps to authorize your relocation.

Do not take any steps to initiate your own relocation prior to speaking to SIRVA. Doing so may result in a refusal to reimburse associated costs. SIRVA will review the Oracle JAPAC and India Relocation Policy and processes with you and help you manage the relocation budget. Before receiving any relocation assistance you will be required to sign and return a Relocation Agreement (provided and collected by SIRVA).

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement & Employment Benefits, Proprietary Agreement and Disclosure of interest. In addition to these terms and conditions stated in the above documents, there are other company policies and procedures which you agree to observe and follow during your employment with Oracle. These company policies and procedures may be varied from time to time.

This offer of employment is contingent upon no adverse information being obtained during reference checking with previous employers, approval of your employment / immigration pass application (if applicable) and upon satisfactory clearance of criminal check prior to commencement of employment. If you fail any of the above checks, validation or approval process, or do not cooperate or provide assistance in undergoing such checks, validation or approval process, this offer will immediately lapse without any claim against, or liability to Oracle.

This offer is made with the explicit understanding that you will pass the qualifying examination in the first attempt and that you will not have any arrears till the final examination. In the event that you do not satisfy any of the aforesaid conditions, the Company may withdraw its offer of employment and revoke the appointment at any time without compensation. Your on-board date will be at your Hiring Manager's discretion, and the Hiring Manager's decision will be final.

By accepting this offer you confirm that there are no contractual or other legal impediments which may prevent you commencing employment with the Company. Upon acceptance by you, this offer shall form the employment agreement between you and the Company.

On your day of commencement you will be required to sign in all pages including Employment Agreement for our records, a copy of the offer and the Proprietary Information Agreement.

The letter of offer is valid for two (2) weeks from the date hereof for conveying your acceptance and conditional on confirmation by you that you will commence employment on the date specified by your Manager Pawan Jaggavarapu (unless agreed otherwise by your Manager).

This offer will automatically lapse if not accepted within two (2) weeks from the date hereof.

We look forward to having you with us in our team.

Yours Sincerely,
For and on behalf of **Oracle India Private Limited, IDC**



Srihari Beldona
Group Vice President - Human Resources

OFFER LETTER ACCEPTANCE:

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement & Employment Benefits and Proprietary Information Agreement. Those documents can be accessed via the hyperlinks and must be read prior to acceptance of this offer. You will also be required to complete a Disclosure of Interest form.

I acknowledge that I have read and understood the terms of this offer letter. I understand that as a pre-condition of my employment by Oracle, I will also be required to review and accept

- An [Employment Agreement](#) which, together with this offer letter, will constitute my formal contract of employment; and
- A separate [Proprietary Information Agreement](#).

In addition to the terms and conditions stated in the above documents, there are other company policies and procedures which I agree to observe and follow during my employment with Oracle. These company policies and procedures may be varied from time to time at Oracle's discretion.

*Offer letter for candidate Gowtham Gulla
Candidate's response "Accepted" was recorded on May 24, 2023 10:12 PM Singapore
Electronically signed by Gowtham Gulla on May 24, 2023
Electronically signed from 103.185.245.18*



Restricted Stock Grant Addendum

24 May 2023

Dear Gowtham,

After you begin employment with Oracle, a request for approval will be submitted to the Board of Directors of Oracle Corporation submitted to grant you restricted stock units (RSUs) of Oracle Corporation common stock pursuant to the Oracle Corporation 2020 Equity Incentive Plan (the "Plan"), the number of which shall be calculated as follows:

\$20,000.00 USD divided by the closing sale price of one share of Oracle Corporation common stock as reported on the New York Stock Exchange on the RSU grant date, rounded up to the nearest whole share.

If approved, any RSU award will be issued according to the Plan under a written agreement and will be subject to qualification under all applicable securities regulations. As long as you remain continuously and actively employed by Oracle or its affiliates, you will receive 25% of the RSU shares per year, beginning one year after the RSU grant date. Please note that there is no guarantee that the value of the shares you receive if and when the RSU shares vest will be equal to \$20,000.00 USD, as the future value of Oracle's common stock is unknown, indeterminable, and may fluctuate between the date of this letter and the grant date, and between the grant date and the applicable vesting dates.

By accepting this offer, you agree to abide by the terms of the written RSU agreement and comply with Oracle Corporation's Insider Trading Policy. We recommend that you consult your personal tax advisor at your own expense regarding the tax implications of your participation in the Plan or if you have tax questions regarding your RSUs.

Oracle grants RSUs on the 5th day of the calendar month following the month of the grant approval or the month of your start date, whichever occurs later. You will be notified once your grant is available to view and accept, typically towards the end of the grant month.

Your participation in the Plan is entirely voluntary and the benefits that are afforded under the Plan do not form an employment contract with Oracle Corporation or its affiliates. The RSUs acquired under the Plan are not part of your salary or other remuneration for any purposes, including, in the event your employment is terminated (for any reason whatsoever), for purposes of computing payment during any notice period, payment in lieu of notice, severance pay, other termination compensation or any similar payments.

 [Download](#)



October 10, 2022

Harikrishna Nalumasu
H.No:11-103, Brahmanwada, Dharmapuri, Jagtial District,
Dharmapuri- 505425, Telangana, India.
nalumasu.harikrishna@gmail.com
6301447543

Dear Harikrishna Nalumasu:

We are pleased to offer you employment with Micron Technology Operations India LLP (**Micron**) on the terms set out in this offer letter and the accompanying Standard Terms and Conditions of Employment (**Standard Terms**) and Confidentiality and Intellectual Property Agreement.

1. Commencement

Your employment with Micron will commence on July 17, 2023. The commencement of your employment is subject to the conditions set out in **section 10** of this offer letter. If any of those conditions is not satisfied, then your employment with Micron will not commence and this offer of employment, if you have not accepted it, will automatically be deemed to have been withdrawn. If you have already accepted this offer, Micron may (notwithstanding any other clause in this Agreement) terminate this Agreement immediately without notice or any payment in lieu of notice.

2. Position

Micron will employ you on a full-time basis in the position of Associate Software Engineer, or such other position determined by Micron from time to time.

You will be based at the current Micron premises within a Special Economic Zone (SEZ) in Hyderabad, specifically at Floor 9th & 10th, Aquila by Phoenix - Block B, Survey No. 115/35, Nanakramguda Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad 500081, Telangana, India but you agree to work at other locations if required to do so by Micron from time to time.

You will report to the Sr. Manager - IT Facilities & EHS and will work under the direction of the person in that position, or such other position determined by Micron.

Micron may change these requirements from time to time at its discretion.

Please note that you have no authority to bind Micron in contract, except to the extent you are expressly authorised in writing to do so.

3. Term

Your employment is intended to be for an indefinite term, subject to:

- (a) your successful completion of a probationary period of six months (see **clause 2** of the Standard Terms), which period may be extended by Micron in its sole discretion for up to a further six months (such extended period(s) forms part of your probationary period);
- (b) the conditions, and rights of termination, set out in Annexure B of this letter (and Annexure B is deemed to be part of this letter);
- (c) if relevant, maintenance of the required visas and permits from the relevant government authorities to enable you to live and work with Micron in India; and
- (d) termination in accordance with **clause 6** of the Standard Terms and the requirements of applicable law.

The required period of notice for **clauses 6.1** and **6.1(b)** of the Standard Terms (which deal with the notice of termination to be given by the parties) is two months, or the period required by any applicable statute, whichever is greater.

Your employment with Micron will terminate automatically once you reach the mandatory retirement age of 60.

4. Hours

You must work full time during Micron's business hours as determined by Micron from time to time. However, you will need to be flexible about when you work and you will be required to work such additional hours as are necessary to perform your duties and responsibilities. You will not receive any additional payment for such work, because the possibility of such requirement is already reflected in your salary.

5. Remuneration

Fixed Salary

Micron will pay you a fixed salary (**Fixed Salary**) at the rate of INR 594000 per year. Your Fixed Salary will accrue pro-rata each day and will be paid monthly. Micron may, at its discretion, divide your Fixed Salary into separate pay components. At the time of this offer, your Fixed Salary is divided into the following pay components:

- (a) basic salary (**Basic Salary**) at a rate equal to INR 297000 per year; and
- (b) allowances equal to, annually:
 - (i) House rent allowance INR 118800
 - (ii) Special allowance INR 178200

Your Fixed Salary includes payment for all hours you work (whether part of ordinary working hours or not) and public holidays (whether you work on those days or not), to the extent permissible by law.

Micron may review the amount of your Fixed Salary from time to time in accordance with Micron policy/practice.

Discretionary Allowances

Micron will pay you the following discretionary allowances:

- (a) Medical expense allowance INR15,000 per year
(payable monthly on a pro-rata basis)
- (b) Leave travel allowance* INR41,000 per year
(*The amount of the allowance will be pro-rated if not employed for the full tax year. Micron will pay you an amount equal to a pro-rata amount of the allowance monthly. In order for the payments to qualify as a leave travel allowance to avail tax exemptions under Indian law, you must submit, subject to and in accordance with Micron policy, eligible expenses for reimbursement against the amounts paid. Any amounts paid in excess of the amount of eligible expenses validly reimbursable to you as a leave travel allowance will be regarded as a cash bonus and will be subject to tax.)

These allowances are discretionary and are not guaranteed. Micron may rescind, change or replace these allowances, including their amount and the basis upon which they are paid, at any time at its sole discretion.

Discretionary Incentive Pay

You will be entitled to participate in Micron's discretionary incentive pay plan as applicable to your position from time to time. The payment and amount of any incentive pay is subject to the rules of the plan at the time and payment is not guaranteed. Without limiting the above, Micron may rescind, change or replace the terms of the plan, your entitlements under them and the payments to be paid in respect of them at any time at its sole discretion.

For information purposes, your current full-year discretionary incentive pay target is 10% of your Fixed Salary.

Employee Provident Fund

Micron's present practice is to contribute to the provident fund at the rate of 12% of your Basic Salary. You are required to make an equal contribution. Please note that Micron reserves the right to increase or decrease the amount of contributions payable within statutorily permissible limits, without the need to compensate you for any downward adjustments. Similarly, upward adjustments may also be made without increasing your overall remuneration. In no case will the contributions be less than that required by law. Micron's exercise of these rights will be in its sole discretion. Contributions will be paid in accordance with the rules of the applicable plan and Micron policy.

Sign-On Bonus

Micron will pay you a one-time gross sign-on bonus of INR 100000 after you commence employment with it (**Sign-On Bonus**). You must repay Micron the gross amount of the Sign-On Bonus if you give notice of your resignation or Micron terminates your employment for misconduct, absenteeism or any other violation of Company policy before you complete one year of service.

You authorise Micron to withhold from your final pay, to the extent permitted by law, the amount owed to Micron and you agree to sign whatever further authorisation may be required by Micron at the time to give effect to this. If the amount you owe Micron is greater than the amount withheld (if any), you must pay the balance in full to Micron within 30 days from the date on which your employment terminates. If you fail to repay the balance of the Sign-On Bonus within the time set out above and it is necessary for Micron to take legal action against you to recover such amount, you agree to reimburse Micron for all costs incurred by Micron to collect such amounts, including attorneys' fees and court costs.

A summary of your current target compensation is set out in Annexure A, for information purposes only.

You will be solely liable for your personal tax liabilities and Micron makes no assurances that your remuneration has been structured in the most tax efficient manner or that the tax treatment applicable to certain emoluments, allowances or benefits will continue for all of your employment. Without limiting Micron's discretion to revise the components of your Fixed Pay, the components of your remuneration may need to be revised from time to time in keeping with regulatory developments or otherwise, and Micron will not be liable for any additional tax liability which you may face due to such revisions.

6. Leave

You will be entitled to leave (including vacation leave and sick leave) subject to and in accordance with applicable law and Micron policy from time to time.

7. Discretionary Benefits

Micron may, at its discretion, from time to time provide you with other benefits. Micron may cease providing these benefits or change the basis on which it provides them at its discretion and you do not have an entitlement to continue to receive these benefits or to receive any other payment or benefit in lieu.

Unless you are advised otherwise in writing, any benefit or compensation apart from your Fixed Salary will be a discretionary benefit to which this clause applies.

Micron's current discretionary benefits include:

Insurance

Micron will make available to you and your eligible family members coverage under group insurance plans. Eligibility for coverage and the terms of coverage will be subject to the rules of the relevant policy/policies and any other requirements of the insurer as amended from time to time.

Policies with respect to Micron's discretionary benefits are listed online on Micron's internal intranet – MicronNow / PeopleNow – and in the Micron Team Member Handbook (**Handbook**) for Micron India team members. You can also find the most up-to-date version of this Handbook through MicronNow /

PeopleNow. Team members are responsible for keeping informed about any changes to this Handbook and to the benefits described on MicronNow / PeopleNow.

8. Relocation Assistance

It is our objective to provide you with a comprehensive relocation package in conjunction with your move. You are eligible for relocation assistance under the provisions of Micron's Intra-India Relocation Policy (**Policy**), a copy of which accompanies this Agreement. Please refer to the Policy for complete details and descriptions of the relocation assistance. Please note this Policy and the benefits provided under it are subject to replacement, change or discontinuance at any time in Micron's discretion.

If you fail to commence your employment on the date set out in **clause 1** of this letter (or such other agreed date for the commencement of your employment) for reasons within your control, or if within the first 24 months of your employment at Micron either you give notice of your resignation or Micron terminates your employment for misconduct, absenteeism or any other violation of Micron policy, you must repay Micron immediately a pro-rata amount of the cost of all relocation assistance paid or provided by Micron and its affiliates in connection with your relocation, including without limitation taxes and relocation service provider fees. The pro-rata amount will be calculated by multiplying the total cost of all relocation assistance paid or provided by Micron and its affiliates by $(24-N)/24$, where N = number of complete months of your service with Micron.

You authorise Micron to withhold from your final pay, to the extent permitted by law, any amount owed to Micron and you agree to sign whatever further authorisation may be required by Micron at the time to give effect to this. If the amount you owe Micron is greater than the amount withheld (if any), you must pay the balance in full to Micron within 30 days from the date on which your employment terminates. If you fail to repay the balance owed within the time set out above and it is necessary for Micron to take legal action against you to recover such amount, you agree to reimburse Micron for all costs incurred by Micron to collect such amounts, including attorneys' fees and court costs.

9. Additional Contractual Terms

The accompanying Standard Terms are incorporated into this offer letter and they, and the accompanying Confidentiality and Intellectual Property Agreement, form part of the terms of your employment.

You acknowledge also that Micron insists you not violate any confidentiality or other obligations that you owe to your prior employers and/or any third parties, and that you avoid creating any potential implication or appearance of wrongdoing. You must not take, use, or disclose any proprietary, confidential, or trade secret information (including hardcopy or electronic files, information, documents, or other materials) from any prior employer and/or any third party in connection with your employment at Micron.

Micron also insists that you do not retain any potentially confidential, proprietary, or trade secret materials from any prior employer and/or any third party. To the extent you have not done so already, please take this opportunity to search your personal email, cloud, and devices to ensure that you do not download, take, or retain – even inadvertently – any nonpublic business files or documents from any prior employer and/or any third party. If you locate any such files or documents, please return and/or delete them (as provided by your contracts with prior employers and/or any third parties) as soon as possible, so that you do not possess any such files or documents on the day you begin work for Micron.

Based on the foregoing, you represent that your employment with Micron will not breach any agreement to protect confidential information, knowledge, or data acquired by you in confidence or in trust prior to becoming an employee of Micron, and you will not use, access, or disclose to Micron, or induce Micron to use or disclose, any such confidential information or material belonging to any prior employer and/or any third party. Further, you agree that in the event you believe at any time that your work with Micron would make it difficult for you to not disclose to Micron any confidential information or materials belonging to any prior employer and/or any third party, you will immediately inform Micron via email at new_hire_cert@micron.com and to your supervisor at Micron.

10. Conditions on this Offer

This offer of employment and your commencement of employment with Micron is conditional upon:

- (a) if necessary, you obtaining the required employment and/or visa approvals from the relevant government authorities to enable you to work with Micron in India;
- (b) your completion of all required applicant procedures, including but not limited to application materials and transcripts;
- (c) if required by Micron, certification by Micron's appointed medical practitioner that you have passed with satisfactory results a pre-employment medical check-up conducted by such medical practitioner, which will include a chest x-ray if deemed necessary, and are fit for employment; and
- (d) satisfactory completion of reference and/or background checks that may include verification of your educational, employment or salary history. Should you fail to produce to Micron the required documentation or if any information furnished by you proves to be false, misleading or inaccurate, any offer of employment by Micron may be withdrawn and, if already accepted, Micron may (notwithstanding any other clause in the Standard Terms) terminate your employment immediately without notice or any payment in lieu of notice.

Please note that all Micron sites must observe U.S. export control rules that control information that may be provided to persons from *Cuba, Iran, North Korea, Sudan, and Syria*. Micron understands that you are NOT a citizen of any of these countries (even at a secondary level, such as "dual" citizenship with a new country). *If you are a citizen of, or hold dual citizenship with any of these countries, you must inform HR immediately, to permit us to request an export control license for you if necessary.*

This offer is valid for seven (7) working days from the date stated above. To accept Micron's offer, please sign this offer letter, the attached Standard Terms and the Confidentiality and Intellectual Property Agreement and return them to Human Resources within this time-frame. If these documents are not signed and returned by you within this time-frame, this offer of employment will lapse automatically.

Yours sincerely



Sharmila Khan
Director, Regional Business Partner - (India)

To: Micron Technology Operations India LLP

I, Harikrishna Nalumasu, have read this offer letter, and the accompanying Standard Terms and Confidentiality and Intellectual Property Agreement, and agree to accept this offer of employment.

Signature

Date (mm/dd/yyyy)

**ANNEXURE A - CURRENT ANNUAL TARGET COMPENSATION AND BENEFITS OUTLINE
(FOR INFORMATION PURPOSES)**

Compensation

Fixed Salary

- | | |
|------------------------|------------|
| • Basic Salary | INR 297000 |
| • House Rent Allowance | INR 118800 |
| • Special Allowance | INR 178200 |
| Total | INR 594000 |

Employer Provident Fund Contributions INR 35640

Discretionary Allowances

- | | |
|-----------------------------|-----------|
| • Medical Expense Allowance | INR 15000 |
| • Leave Travel Allowance | INR 41000 |

Discretionary Incentive Target INR 59400

TOTAL INR 745040

*Hyderabad Benefits**

Public Holidays	10 days per calendar year
Vacation Leave	15 days per calendar year, pro-rata in the first calendar year of service (pro-rated at a rate of 1.25 days per month)
Sick Leave	12 days per calendar year
Casual Leave	12 days per calendar year, pro-rata in the first calendar year of service (pro-rated at a rate of 1 day per month)
Death-in-Family	3 days per occurrence, in the event of a death of an immediate family member
Maternity Leave (female team members)	26 weeks if fewer than 2 surviving children; 12 weeks if two or more surviving children
Paternity Leave (male team members)	5 days for the birth of each child
Marriage Leave	5 days per occurrence
Insurance	Medical Insurance (employee & eligible dependents), and Life and Personal Accident Insurance (employee only)

**All benefits other than those statutorily required are discretionary and are provided subject to the terms and conditions of Micron policy from time to time.*

ANNEXURE B

Bachelor's Degree – Engineer

1. A Bachelor's Degree is a pre-requisite for your ongoing employment.
2. You must submit to the HR Department of Micron by August 31, 2023, an original copy of the notification of examination results issued by the Registrar of your college or university, stating that you have passed the final examination for the Degree of Bachelor of Engineering.
3. You must also submit an original copy of the official transcript of academic record for your Degree and the Degree scroll upon conferment to the HR Department of Micron by October 31, 2023.
4. If you do not obtain your Degree at the required level within the required time and/or are required to repeat any part of your course, Micron reserves the right to terminate your employment in accordance with **clauses 2.4** and **6** of the Standard Terms.
5. You will keep Micron duly informed of any delay in the completion of the above Degree program. Any delay may result in the termination of your employment as provided for in paragraph 4 above.

STANDARD TERMS AND CONDITIONS OF EMPLOYMENT

These Standard Terms together with the accompanying offer letter and Confidentiality and Intellectual Property Agreement set out the terms and conditions on which Micron offers you employment.

1 Your Duties

1.1 You must:

- (a) perform to the best of your abilities and knowledge the duties assigned to you by Micron from time to time, whether during or outside its business hours, at such places as Micron requires and for Micron or any of its Related Companies as required by Micron;
- (b) serve Micron faithfully and diligently to the best of your ability and comply with all lawful directions of Micron from time to time and use all reasonable efforts to promote the interests of Micron and act in Micron's best interests;
- (c) devote your time and attention during Micron's business hours exclusively to the discharge of your duties except as may be permitted in writing by Micron;
- (d) comply with all laws applicable to your position and the duties assigned to you and comply with all of Micron's rules, regulations, policies and procedures which Micron may vary and/or adopt from time to time. Micron may adopt, vary or rescind these rules, regulations, policies and procedures from time to time in its absolute discretion and without any limitation (implied or otherwise) on its ability to do so; and
- (e) report to the person or persons nominated by Micron from time to time.

1.2 Without limiting your duties to Micron, during your employment you must not:

- (a) act in conflict with Micron's best interests; or
- (b) engage in any business or activity, whether in competition with Micron or not without the prior written approval of Micron.

1.3 Micron may require you to provide evidence confirming to the satisfaction of Micron that you are not in breach of **clause 1.2(b)**.

1.4 You acknowledge that the restrictions specified in **clause 1.2** are, in the circumstances, reasonable and necessary to protect Micron's legitimate interests.

1.5 You agree that, without the need to terminate the employment relationship, Micron may: modify or remove your assigned duties; or transfer you to another position, department or place of work, without additional compensation

to you, in accordance with Micron's needs. Any such change will not be deemed to violate the terms of this Agreement or constitute any basis for constructive or involuntary termination of employment.

2 Probationary Employment

2.1 This **clause 2** applies only if the accompanying offer letter states that your employment is subject to a probationary period.

2.2 During this probationary period, you will have an opportunity to ascertain whether you are satisfied with the job and you must satisfy Micron that you have the qualities necessary for, and are capable of performing, those duties assigned to you at the level required by Micron.

2.3 Your employment will be assessed by Micron during the probationary period. If your employment (conduct, performance, etc.) has been satisfactory to Micron and to you, your employment will be confirmed and will continue in accordance with the terms of this Agreement. If this is not the case your employment will either be extended on probation or cease at the end of the probationary period unless it is terminated earlier in accordance with **clause 2.4** below.

2.4 During the probationary period, you or Micron may terminate your employment by giving 15 days' notice or by Micron paying you a sum equal to your Fixed Salary for 15 days in lieu of notice. If the probationary period is extended beyond six months, then the relevant notice period (and payment in lieu) will be one month.

3 Travel

You must make such journeys on the business of Micron and its Related Companies as may be reasonably required by Micron, using such transport as Micron determines.

4 Expenses

Micron will reimburse you for all work-related expenses:

- (a) properly incurred by you in execution of your responsibilities and duties (including, without limitation, travel, accommodation, entertainment and telephone expenses);
- (b) substantiated to the reasonable satisfaction of Micron, whether by production of receipts or otherwise;
- (c) which are approved by an authorized Micron representative; and
- (d) are otherwise incurred and claimed in accordance with applicable Micron policy.

5 Leave

5.1 You are required to notify Micron immediately of every absence from work and its probable duration. Upon request by Micron, you must promptly provide Micron with reasons for the absence.

5.2 Micron may require you to be examined by a medical practitioner nominated by Micron, who will provide a report to Micron, the disclosure of which you hereby consent to, in respect of any illness or injury for which you take paid or unpaid sick leave.

6 Termination

6.1 Your employment may be terminated at any time:

- (a) by you giving to Micron the required period of notice in writing as set out in the accompanying offer letter (Micron will have the sole discretion to allow you to pay Fixed Salary in lieu of your notice period or waive the same); or
- (b) by Micron giving to you the required period of notice set out in the accompanying offer letter or by paying you an amount equal to your Fixed Salary in lieu of notice for that period or in part by giving you notice and in part by making a payment to you in lieu of notice.

6.2 Micron may terminate your employment for reasons of unsatisfactory performance, redundancy, financial difficulties or business restructuring, loss of faith or confidence, etc., or for no reason at all.

6.3 During the periods of notice provided for in **clauses 6.1**, Micron may, at its discretion, require you to:

- (a) not attend for work or contact any customers or clients; and/or
- (b) perform duties which are different to those which you were required to perform during the rest of your employment with Micron, provided only that you have the necessary skills and competencies to perform the duties.

6.4 Your employment may be terminated by Micron at any time with immediate effect, without notice or any payment in lieu thereof:

- (a) if you are guilty of misconduct, including, without limitation:
 - (i) wilfully, or deliberately, behaving in a way that is inconsistent with the continuation of the contract of employment;
 - (ii) commission of any act or omission that causes imminent, or serious, risk to:

(A) the health or safety of a person; or

(B) the reputation, viability or profitability of Micron's business;

(iii) in the course of your employment, engaging in theft, fraud misappropriation of property or assault;

(iv) intoxication at work; or

(v) refusing to carry out a lawful and reasonable instruction;

(vi) repeated failure to comply with lawful directions of Micron and its officers;

(vii) habitual unauthorised absence or unauthorised absence for a period exceeding 3 days.

(b) if you engage in conduct that could bring you or Micron into disrepute, including but not limited to acceptance or offering of illegal gratification;

(c) if you materially or habitually neglect your duties;

(d) if you breach any material provision of this Agreement or your Confidentiality and Intellectual Property Agreement; or

(e) on any other ground for which Micron would be entitled to terminate your employment without notice at law.

6.5 Your employment with Micron will terminate automatically once you reach the mandatory retirement age of 60.

6.6 Micron is a member of the Responsible Business Alliance (**RBA**) and complies with the RBA Code of Conduct (**Code**). If, at the time you give notice of termination, the Code requires a cap on the amount which may be due from you in the event Micron agrees to allow you to pay Fixed Salary in lieu of your notice period, then Micron will apply the cap that applies at the time. The current cap under the Code is 60% of your monthly Fixed Salary.

6.7 Any resignation submitted by you in accordance with the terms set under **section 3** of the accompanying offer letter and **clauses 2.4** and **6.1** of these Standard Terms Agreement must be accepted by Micron to become effective. Once accepted, your resignation cannot be withdrawn by you without the express consent of Micron.

6.8 If you are unable by reason of continued ill-health, sickness, accident, disability or injury for a period of 6 months or more to perform your roles and duties hereunder, Micron may at its discretion terminate your employment.

6.9 Micron may suspend you with pay while investigating any matter which Micron believes could lead to Micron exercising its rights under

clause 6.4 or taking any other disciplinary action.

- 6.10 On termination of your employment, you must immediately hand over responsibilities to a person nominated for that purpose by Micron. You must also deliver to such person all papers, documents and other property of Micron and its Related Companies that may be in your possession, control or power (including but not limited to any phones, computers, vehicles, etc. provided by Micron).
- 6.11 Termination under **clause 6** does not affect any accrued rights or remedies of Micron in respect of any breach or default by you.
- 6.12 The rights of termination under **clause 6** apply according to their terms and are not limited by any other term of this Agreement (including implied terms).
- 6.13 You agree and accept that any statutory or other "last in first out" rule or any modifications thereof will not apply in the event of termination of your employment for any reason whatsoever.

7 What Happens After the Termination of Employment

- 7.1 If your employment is terminated for any reason Micron may set off any amounts you owe Micron (including deductions for the cost of repair or replacement of property issued to you) against any amounts Micron owes you at the date of termination except for amounts Micron is not entitled by law to set off.
- 7.2 Your obligations regarding non-disclosure of confidential information, protection of intellectual property, and any other provisions that are meant to survive termination of this Agreement, that are contained in this Agreement or the Confidentiality and Intellectual Property Agreement, will survive the termination of your employment.

8 Remuneration

- 8.1 Micron may, at its discretion, change the pay components that comprise your Fixed Salary, provided that it may not reduce the amount of your Fixed Salary and the Basic Salary will not in any circumstance comprise less than 50% of your Fixed Salary.
- 8.2 Micron may recover from your Fixed Salary any overpayments made to you in respect of any payment made to you by Micron.

9 Compliance

The exercise of or compliance with any discretion, right or obligation under this Agreement is subject to compliance with all applicable laws.

10 Data Protection

You consent to Micron holding and processing data relating to you for legal, personnel, administrative and management purposes and in particular to the processing of any "sensitive personal data" (as defined in the Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011) relating to you. You agree to Micron making such information available to third parties on a need to know basis. You also consent to the transfer of such information to Micron's business contacts within or outside India in order to further Micron's business interests.

11 Employee Surveillance

You agree and understand that Micron may use various modes to ensure that the internet communication systems provided to you are used in an appropriate manner. These may include scanning, reading, inspection, scrutiny of emails sent and received and websites visited or created by you. You acknowledge that you do not have any expectation of privacy when using Micron's resources. For the avoidance of doubt, and for the limited purpose of safeguarding Micron's confidential and proprietary information, Micron will have the right to monitor any personal or official e-mail or social media forum that maybe accessible to you from Micron's resources, including but not limited to Gmail, Facebook, Twitter, Instagram, etc. Micron also reserves the right to monitor its employees using various security measures including but not limited to closed circuit television systems. These maybe installed on Micron's premises overtly or covertly to ensure that the employees do not participate or propagate any activities which are or could be prejudicial to Micron's business interests, or which could bring it into disrepute.

12 Warranty

You warrant that:

- (a) you have not entered into, and will not enter into, any agreement in conflict with this Agreement or your employment with Micron;
- (b) you having provided Micron with information that is true and complete in all respects;
- (c) your employment with Micron will not violate any agreement with, or rights of, any third party;
- (d) you have not been arrested, or convicted of, or cautioned for, or charged but not yet tried with any offence or crime or other similar legal action and there is no lawsuit, arbitration, administrative or other proceeding, disciplinary action, governmental or any other investigation

pending or, to the best of your knowledge, threatened against you;

- (e) you have not been the subject of any adverse court judgment which threatens your solvency or substantially compromises your financial security.
- (f) except as expressly authorized by Micron in writing, you will not use or disclose your own or any third party's confidential information or intellectual property when acting within the scope of your employment or otherwise on behalf of Micron; and
- (g) you have not retained anything containing any confidential information of a prior employer or other third party, whether or not created by you.

13 Severability

Part or all of any clause of this Agreement that is illegal or unenforceable will be severed from this Agreement and the remaining provisions of this Agreement continue in force.

14 Waiver

The failure of either party at any time to insist on performance of any provision of this Agreement or to fail to exercise a right under this Agreement is not a waiver of its right at any later time to insist on performance of that or any other provision of, or exercise that or any other right under, this Agreement.

15 Additional Remedies

Notwithstanding anything contained in this Agreement, in addition to any remedy available to Micron, whether provided herein or conferred by statute, civil law, common law, custom, trade, or usage, Micron will be entitled to obtain an injunction against you from a civil court of competent jurisdiction.

16 Successors and Assigns

Micron will have the right to assign this Agreement and all covenants and agreements herein will inure to the benefit of and be enforceable by such successors and assigns. This Agreement is personal to you and cannot be assigned by you.

17 Entire Agreement

This Agreement and the Confidentiality and Intellectual Property Agreement:

- (a) constitute the entire agreement between the parties as to their subject matter; and
- (b) in relation to that subject matter, supersede any prior understanding or agreement between the parties and any prior condition, warranty, indemnity or representation imposed, given or made by a party.

18 Headings

Headings are for ease of reference only and do not affect the meaning of this Agreement.

19 Alteration and Exercise of Rights

This Agreement may only be altered in writing signed by each party. Micron reserves the right, in the event of there being any variance in any terms and conditions of employment or in such policies and direction that may be circulated and communicated to you, to construe such variance in the manner that best reconciles such difference having regard to the objectives and purpose of your employment under this Agreement. Micron's construction and reconciliation of such variance will be final. The exercise of any right or discretion by Micron under this Agreement or in connection with your employment is in its absolute discretion and is not subject to any implied restrictions (including any implied term of mutual trust and confidence).

20 Governing Law

This Agreement is governed by the law applicable in India and the parties irrevocably and unconditionally submit to the exclusive jurisdiction of the courts of Bangalore, India.

21 Definitions

21.1 **Agreement** means these Standard Terms and the accompanying offer letter.

21.2 **engage in** means to participate, assist or otherwise be directly or indirectly involved as a member, shareholder (other than a shareholding of less than five percent (5%) in a company listed on any recognised stock exchange), unitholder, director, consultant, adviser, contractor, principal, agent manager, employee, beneficiary, partner, associate, trustee or financier.

21.3 **Related Companies** means Micron's parent and subsidiary companies and corporations, and their respective subsidiary and parent companies and corporations that may be formed from time to time.

Unless the context otherwise requires, terms defined in the accompanying letter have the same meaning in these Standard Terms and vice versa.

Name

Signed and Dated (mm/dd/yyyy)



Regd. Office:

Intel Technology India Pvt. Ltd.
number 23-56P, Outer Ring Road
Devarabeesanahalli, Varthur Hobli
Bellandur Post
Bangalore 560 103, India
CIN: U85110KA1997PTC021606
Tel: +91-80-2605 3000
Fax: +91-80-2605 6190
www.intel.com

16 September 2022

Jayadeep Reddy Kalicheti
CBIT Hyderabad
India

Dear Jayadeep Reddy

Intel Internship

Congratulations! Intel is pleased to offer you an Intern position as a part of our internship program.

At Intel we are committed to providing a supportive environment to learn and grow; as such we hope you will find your internship enjoyable and rewarding.

This letter and its enclosures are really important as it contains all the information about your internship and, in particular, the terms and conditions of your internship, so please do read it very carefully.

Right to Work

Please note, if relevant, this offer of internship is made subject to the local immigration approving your Work Permit/Visa authorization for internship with Intel, if you are a foreign national or a non-permanent resident of **India** rules and regulations of the approved visa, and the issue of a US government export license (if required).

Internship

Your internship will take place at SRR3 - SRR3 - Bangalore Sarjapur 3 with effect from 3 October 2022 to 29 September 2023. In the event that your actual start date is different to the above, the date recorded in Intel's HR System shall be regarded as final.

Your internship will be in the NECE HPG D2S IP department



You will not have any fixed hours of work but we would ask you to attend working hours/shift schedule as proposed to you by your supervisor in order to gain the best experiences and learning from your internship.

You will not be a permanent employee and as such the normal regulations governing employment with us will not apply to you.

However, we expect you to perform the activities and work given to you to the best of your ability and to maintain appropriate standards of behavior at all times. Even though Intel's guidelines, rules and policies refer to employees only, we also expect you to comply with them, including agreeing to the General Terms of Internships that will be provided to you separately.

Induction, Training and Supervision

We will provide an induction explaining what we do and provide training to assist you to meet the standards we expect from interns and to ensure your health and safety.

You will be assigned a supervisor as your main point of contact during your internship and who you will have regular meetings with. Your supervision will outline the internship program, your learning objectives and any other specifications that may be assigned to you from time to time.

In line with this please give your supervisor as much notice as possible if you are unable to attend any part of your internship when expected. Your paid annual leave entitlement will be according to Intel internship guideline.

Internship Stipend and Expenses:

You will be paid an internship stipend of **INR 40,000** per month. The actual stipend will be calculated upon your attendance and we reserve the right to reduce the stipend for any period that you are absence other than where you are on approved annual leave.

This will, where possible, be paid monthly in arrears directly into your nominated bank account.

Where required, we will undertake to withhold such taxes and insurances to which the internship stipend is subject to, if any, in accordance with the local law. Where also required we will enroll you in any applicable statutory benefit programs or insurances according to such local laws and regulations.

We will also reimburse certain out-of-pocket expenses incurred in connection with your internship in accordance our policy but only where they have received approval in advance.

Termination: Either of us may terminate this internship by giving to the other 7 days' notice in writing.

Public Statements: You are directed to refrain from making any public statements, either written or spoken, which is not compliant with company policies or guidelines.

Graduation Status: You are required to notify Intel upon receiving notification from your University of your graduation status.



Worldwide Human Resources Database: Intel has a worldwide human resources database of information relating to its employees. By signing this letter/agreement, you consent to Intel transferring and storing information relating to you in a central database in the U.S.A. or at such other location as Intel may from time to time decide. For its part, Intel will ensure that in transferring and storing such data you will continue to enjoy the same rights of data protection as afforded to you by applicable local law.

Employment Status: This offer and your internship do not constitute an employment contract or employment relationship.

Accurate Information: Your internship at Intel will be based on the information supplied to us in the course of your application. If you submit false information in support of your application for an internship, Intel will terminate your internship with immediate effect.

We hope the above terms are clear. If not please do contact us. However, please note, this offer is valid for 10 working days from the date stated above, after which we will consider the offer null and void. Any changes you make to this offer letter without prior agreement with your hiring manager will not be valid or enforceable.

Please acknowledge receipt and acceptance of this letter by signing, dating and returning the enclosed copy. We look forward to welcoming you.

Yours sincerely,

For and on behalf of

Authorized Signatory
Nupur Shrivastava

ACKNOWLEDGEMENT & DECLARATION

I, _____, have read and understood the above; and accept the offer under the terms stated.

I hereby agree that all data relative to my internship with Intel will be centralized in a Human Resources Database and Intel may store, transmit and allow access to such data to any Human Resource and authorized personnel within Intel Worldwide.

By signing this letter, I confirm that all personal information provided to Intel is correct and that I do not have any criminal convictions. I also understand that failure to disclose accurate information will render me liable for disciplinary action up to and including termination of my internship.



Signature: _____ Date: _____



Oracle India Private Limited
India Development Center
Oracle Technology Park
3, Bannerghatta Road
Bangalore - 560 029, India
Phone +91 80 4107 6000
Fax +91 80 2552 6124

Registered office address:
F-01/02, First Floor,
Salcon Rasvilas Plot no. D-1,
District Centre, Saket,
New Delhi – 110 017
Phone: 91-11- 46509000
Fax: 91-11-40574722
CIN: U74899DL1993PTC051764

Private & Confidential

23 May 2023

Kalyan Kumar Padige

Dear Kalyan Kumar,

We are pleased to offer you employment in the position of Associate Applications Developer with Oracle India Private Limited, IDC ("Oracle") Your base of operation is Hyderabad, India. This offer of employment is made based on India laws.

We offer you a starting compensation as detailed below payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

Components	Amount (INR) p.a
A. Basic salary	605,195.00
B. Flexible Benefit Plan (FBP) **	739,682.00
C. Annual Gross Pay AGP (A+B)	1,344,877.00
D. Company's contribution to PF	72,623.00
Total Gross (C+D)	1,417,500.00

In addition to the above you will be eligible for Gratuity benefit in accordance with the statutory provisions governing payment of Gratuity which may be applicable at the time.

** - Details of Flexible Benefit Plan is provided in the Annexure "*Employment Agreement & Employment Benefits*"

The Company may, at any time, review and/or restructure the Compensation Package.

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of **INR 309,525.16** toward relocation costs under the JAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up the maximum budget amount and within

the parameters of the Relocation Policy.

Oracle has partnered with SIRVA for relocation in Japan, APAC and India. Your manager will initiate your relocation with SIRVA after an Oracle purchase order has been created and approved. You will be contacted by SIRVA within 24 hours of your relocation authorization. If you are not contacted by SIRVA within a few days, please contact your Oracle manager to ensure s/he has completed the necessary steps to authorize your relocation.

Do not take any steps to initiate your own relocation prior to speaking to SIRVA. Doing so may result in a refusal to reimburse associated costs. SIRVA will review the Oracle JAPAC and India Relocation Policy and processes with you and help you manage the relocation budget. Before receiving any relocation assistance you will be required to sign and return a Relocation Agreement (provided and collected by SIRVA).

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement & Employment Benefits, Proprietary Agreement and Disclosure of interest. In addition to these terms and conditions stated in the above documents, there are other company policies and procedures which you agree to observe and follow during your employment with Oracle. These company policies and procedures may be varied from time to time.

This offer of employment is contingent upon no adverse information being obtained during reference checking with previous employers, approval of your employment / immigration pass application (if applicable) and upon satisfactory clearance of criminal check prior to commencement of employment. If you fail any of the above checks, validation or approval process, or do not cooperate or provide assistance in undergoing such checks, validation or approval process, this offer will immediately lapse without any claim against, or liability to Oracle.

This offer is made with the explicit understanding that you will pass the qualifying examination in the first attempt and that you will not have any arrears till the final examination. In the event that you do not satisfy any of the aforesaid conditions, the Company may withdraw its offer of employment and revoke the appointment at any time without compensation. Your on-board date will be at your Hiring Manager's discretion, and the Hiring Manager's decision will be final.

By accepting this offer you confirm that there are no contractual or other legal impediments which may prevent you commencing employment with the Company. Upon acceptance by you, this offer shall form the employment agreement between you and the Company.

On your day of commencement you will be required to sign in all pages including Employment Agreement for our records, a copy of the offer and the Proprietary Information Agreement.

The letter of offer is valid for two (2) weeks from the date hereof for conveying your acceptance and conditional on confirmation by you that you will commence employment on the date specified by your Manager Ram Muppidi (unless agreed otherwise by your Manager).

This offer will automatically lapse if not accepted within two (2) weeks from the date hereof.

We look forward to having you with us in our team.

Yours Sincerely,
For and on behalf of **Oracle India Private Limited, IDC**



Srihari Beldona
Group Vice President - Human Resources

OFFER LETTER ACCEPTANCE:

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement & Employment Benefits and Proprietary Information Agreement. Those documents can be accessed via the hyperlinks and must be read prior to acceptance of this offer. You will also be required to complete a Disclosure of Interest form.

I acknowledge that I have read and understood the terms of this offer letter. I understand that as a pre-condition of my employment by Oracle, I will also be required to review and accept

- An [Employment Agreement](#) which, together with this offer letter, will constitute my formal contract of employment; and
- A separate [Proprietary Information Agreement](#).

In addition to the terms and conditions stated in the above documents, there are other company policies and procedures which I agree to observe and follow during my employment with Oracle. These company policies and procedures may be varied from time to time at Oracle's discretion.

*Offer letter for candidate Kalyan Kumar Padige
Candidate's response "Accepted" was recorded on May 23, 2023 12:17 PM Singapore
Electronically signed by Kalyan Kumar Padige on May 23, 2023
Electronically signed from 209.17.41.232*



ORACLE

The future starts now

Restricted Stock Grant Addendum

23 May 2023

Dear Kalyan Kumar,

After you begin employment with Oracle, a request for approval will be submitted to the Board of Directors of Oracle Corporation submitted to grant you restricted stock units (RSUs) of Oracle Corporation common stock pursuant to the Oracle Corporation 2020 Equity Incentive Plan (the "Plan"), the number of which shall be calculated as follows:

\$20,000.00 USD divided by the closing sale price of one share of Oracle Corporation common stock as reported on the New York Stock Exchange on the RSU grant date, rounded up to the nearest whole share.

If approved, any RSU award will be issued according to the Plan under a written agreement and will be subject to qualification under all applicable securities regulations. As long as you remain continuously and actively employed by Oracle or its affiliates, you will receive 25% of the RSU shares per year, beginning one year after the RSU grant date. Please note that there is no guarantee that the value of the shares you receive if and when the RSU shares vest will be equal to \$20,000.00 USD, as the future value of Oracle's common stock is unknown, indeterminable, and may fluctuate between the date of this letter and the grant date, and between the grant date and the applicable vesting dates.

By accepting this offer, you agree to abide by the terms of the written RSU agreement and comply with Oracle Corporation's Insider Trading Policy. We recommend that you consult your personal tax advisor at your own expense regarding the tax implications of your participation in the Plan or if you have tax questions regarding your RSUs.

Oracle grants RSUs on the 5th day of the calendar month following the month of the grant approval or the month of your start date, whichever occurs later. You will be notified once your grant is available to view and accept, typically towards the end of the grant month.

Your participation in the Plan is entirely voluntary and the benefits that are afforded under the Plan do not form an employment contract with Oracle Corporation or its affiliates. The RSUs acquired under the Plan are not part of your salary or other remuneration for any purposes, including, in the event your employment is terminated (for any reason whatsoever), for purposes of computing payment during any notice period, payment in lieu of notice, severance pay, other termination compensation or any similar payments.

SEVIS ID: N0035160146

SURNAME/PRIMARY NAME Burugupally	GIVEN NAME Karrthik	Class of Admission <h1 style="font-size: 48px; margin: 0;">F-1</h1> ACADEMIC AND LANGUAGE
PREFERRED NAME Karrthik Burugupally	PASSPORT NAME	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH Nizambad	DATE OF BIRTH 02 DECEMBER 2001	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	

SCHOOL INFORMATION

SCHOOL NAME Concordia University Concordia University Wisconsin	SCHOOL ADDRESS 12800 North Lake Shore Drive, Mequon, WI 53097
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Amber Schiessl Assistant Director of International Admissions Operations	SCHOOL CODE AND APPROVAL DATE CHI214F20439000 17 SEPTEMBER 2002

PROGRAM OF STUDY

EDUCATION LEVEL MASTER'S	MAJOR 1 Information Technology 11.0103	MAJOR 2 Computer and Information Sciences, General 11.0101
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 20 JULY 2024
START OF CLASSES 26 AUGUST 2024	PROGRAM START/END DATE 19 AUGUST 2024 - 13 DECEMBER 2026	

FINANCIALS

ESTIMATED AVERAGE COSTS FOR: 9 MONTHS		STUDENT'S FUNDING FOR: 9 MONTHS	
Tuition and Fees	\$ 15,120	Personal Funds	\$ 0
Living Expenses	\$ 12,700	Funds From This School	\$ 0
Expenses of Dependents (0)	\$ 0	Family Funding	\$ 30,320
Books/Health Insurance	\$ 2,500	On-Campus Employment	\$ 0
TOTAL	\$ 30,320	TOTAL	\$ 30,320

REMARKS

Student has submitted a non-refundable tuition deposit. Concordia University does not use standardized testing (GRE/GMAT) as an academic competence measure. Student is required to attend mandatory orientation in person on the program start date listed on the I-20. Please note that Major 2 indicates the student's program of study, while Major 1 indicates their concentration, if applicable. Verbiage may not match the student's acceptance letter verbatim.

SCHOOL ATTESTATION

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

<input checked="" type="checkbox"/> <i>Amber Schiessl</i>	DATE ISSUED	PLACE ISSUED
SIGNATURE OF: Amber Schiessl, Assistant Director of International Admissions Operations	20 February 2024	Mequon, WI

STUDENT ATTESTATION

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. **Parent or guardian, and student, must sign if student is under 18.**

<input checked="" type="checkbox"/>	SIGNATURE OF: Karrthik Burugupally	DATE
	<input checked="" type="checkbox"/>	
NAME OF PARENT OR GUARDIAN	SIGNATURE	ADDRESS (city/state or province/country) DATE

SEVIS ID: N0035160146 (F-1)

NAME: Karrthik Burugupally

EMPLOYMENT AUTHORIZATIONS

--

CHANGE OF STATUS/CAP-GAP EXTENSION

--

AUTHORIZED REDUCED COURSE LOAD

--

CURRENT SESSION DATES

CURRENT SESSION START DATE	CURRENT SESSION END DATE

TRAVEL ENDORSEMENT

This page, when properly endorsed, may be used for re-entry of the student to attend the same school after a temporary absence from the United States. Each endorsement is valid for one year.

Designated School Official	TITLE	SIGNATURE	DATE ISSUED	PLACE ISSUED
		X		
		X		
		X		
		X		

INSTRUCTIONS TO STUDENTS

STUDENT ATTESTATION. You should read everything on this page carefully. Be sure that you understand the terms and conditions concerning your admission and stay in the United States as a nonimmigrant student before signing the student attestation on page 1 of the Form I-20 A-B. The law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any false document in the submission of this form.

FORM I-20. The Form I-20 (this form) is the primary document to show that you have been admitted to school in the United States and that you are authorized to apply for admission to the United States in F-1 class of admission. You must have your Form I-20 with you at all times. If you lose your Form I-20, you must request a new one from your designated school official (DSO) at the school named on your Form I-20.

VISA APPLICATION. You must give this Form I-20 to the U.S. consular officer at the time you apply for a visa (unless you are exempt from visa requirements). If you have a Form I-20 from more than one school, be sure to present the Form I-20 for the school you plan to attend. Your visa will include the name of that school, and you must attend that school upon entering the United States. You must also provide evidence of support for tuition and fees and living expenses while you are in the United States.

ADMISSION. When you enter the United States, you must present the following documents to the officer at the port of entry: 1) a Form I-20; 2) a valid F-1 visa (unless you are exempt from visa requirements); 3) a valid passport; and 4) evidence of support for tuition and fees and living expenses while you are in the United States. The agent should return all documents to you before you leave the inspection area.

REPORT TO SCHOOL NAMED ON YOUR FORM I-20 AND VISA. Upon your first entry to the United States, you must report to the DSO at the school named on your Form I-20 and your F-1 visa (unless you are exempt from visa requirements). If you decide to attend another school before you enter the United States, you must present a Form I-20 from the new school to a U.S. consular officer for a new F-1 visa that names the new school. Failure to enroll in the school, by the program start date on your Form I-20 may result in the loss of your student status and subject you to deportation.

EMPLOYMENT. Unlawful employment in the United States is a reason for terminating your F-1 status and deporting you from the United States. You may be employed on campus at your school. You may be employed off-campus in curricular practical training (CPT) if you have written permission from your DSO. You may apply to U.S. Citizenship and Immigration Services (USCIS) for off-campus employment authorization in three circumstances: 1) employment with an international organization; 2) severe and unexpected economic hardship; and 3) optional practical training (OPT) related to your degree. You must have written authorization from USCIS before you begin work. Contact your DSO for details. Your spouse or child (F-2 classification) may not work in the United States.

PERIOD OF STAY. You may remain in the United States while taking a full course of study or during authorized employment after your program. F-1 status ends and you are required to leave the United States on the earliest of the following dates: 1) the program end date on your Form I-20 plus 60 days; 2) the end date of your OPT plus 60 days; or 3) the termination of your program for any other reason. Contact your DSO for details.

EXTENSION OF PROGRAM. If you cannot complete the education program by the program end date on page 1 of your Form I-20, you should contact your DSO at least 15 days before the program end date to request an extension.

SCHOOL TRANSFER. To transfer schools, first notify the DSO at the school you are attending of your plan to transfer, then obtain a Form I-20 from the DSO at the school you plan to attend. Return the Form I-20 for the new school to the DSO at that school within 15 days after beginning attendance at the new school. The DSO will then report the transfer to the Department of Homeland Security (DHS). You must enroll in the new school at the next session start date. The DSO at the new school must update your registration in SEVIS.

NOTICE OF ADDRESS. When you arrive in the United States, you must report your U.S. address to your DSO. If you move, you must notify your DSO of your new address within 10 days of the change of address. The DSO will update SEVIS with your new address.

REENTRY. F-1 students may leave the United States and return within a period of five months. To return, you must have: 1) a valid passport; 2) a valid F-1 student visa (unless you are exempt from visa requirements); and 3) your Form I-20, page 2, properly endorsed for reentry by your DSO. If you have been out of the United States for more than five months, contact your DSO.

AUTHORIZATION TO RELEASE INFORMATION BY SCHOOL. DHS requires your school to provide DHS with your name, country of birth, current address, immigration status, and certain other information on a regular basis or upon request. Your signature on the Form I-20 authorizes the named school to release such information from your records.

PENALTY. To maintain your nonimmigrant student status, you must: 1) remain a full-time student at your authorized school; 2) engage only in authorized employment; and 3) keep your passport valid. Failure to comply with these regulations will result in the loss of your student status and subject you to deportation.

INSTRUCTIONS TO SCHOOLS

Failure to comply with 8 CFR 214.3(k) and 8 CFR 214.4 when issuing Forms I-20 will subject you and your school to criminal prosecution. If you issue this form improperly, provide false information, or fail to submit required reports, DHS may withdraw its certification of your school for attendance by nonimmigrant students.

ISSUANCE OF FORM I-20. DSOs may issue a Form I-20 for any nonimmigrant your school has accepted for a full course of study if that person: 1) plans to apply to enter the United States in F-1 status; 2) is in the United States as an F-1 nonimmigrant and plans to transfer to your school; or 3) is in the United States and will apply to change nonimmigrant status to F-1. DSOs may also issue the Form I-20 to the spouse or child (under the age of 21) of an F-1 student to use to enter or remain in the United States as an F-2 dependent. DSOs must sign where indicated at the bottom of page 1 of the Form I-20 to attest that the form is completed and issued in accordance with regulations.

ENDORSEMENT OF PAGE 2 FOR REENTRY. If there have been no substantive changes in information, DSOs may endorse page 2 of the Form I-20 for the student and/or the F-2 dependents to reenter the United States. If there have been substantive changes, the DSO should issue and sign a new Form I-20 that includes those changes.

RECORDKEEPING. DHS may request information concerning the student's immigration status for various reasons. DSOs should retain all evidence of academic ability and financial resources on which admission was based, until SEVIS shows the student's record completed or terminated.

AUTHORITY FOR COLLECTING INFORMATION. Authority for collecting the information on this and related student forms is contained in 8 U.S.C. 1101 and 1184. The Department of State and DHS use this information to determine eligibility for the benefits requested. The law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any false document in the submission of this form.

REPORTING BURDEN. U.S. Immigration and Customs Enforcement collects this information as part of its agency mission under the Department of Homeland Security. The estimated average time to review the instructions, search existing data sources, gather and maintain the needed data, and complete and review the collection of information is 30 minutes (.50 hours) per response. An agency may not conduct or sponsor, and a person is not required to respond to an information collection unless a form displays a currently valid OMB Control number. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to: Office of the Chief Information Officer/Forms Management Branch, U.S. Immigration and Customs Enforcement, 801 I Street NW Stop 5800, Washington, DC 20536-5800. Do not send the form to this address.



PRIVATE AND CONFIDENTIAL

January 23, 2023

Lalith Adithyan
Flat No 102, Sri nilayam sreenivasa constructions, santoshimaa nagarHyderabad,
Telangana 500056
India

Dear Lalith Adithyan,

It is indeed a pleasure to welcome you to **PepsiCo Global Business Services India LLP** ("The Organization") as an integral member of the team. We look forward to working together towards achieving PepsiCo's vision, to be the global leader in convenient foods and beverages by winning with purpose.

This is to confirm our offer to you for the position of **Graduate Engineering Trainee - IT**, to be based at **Hyderabad** -IND. Please find enclosed a copy of our offer to join. Please review the same and agree to the terms & conditions stated online, once you join us, for our records.

Please do not hesitate to contact us if there is anything we can do to ensure that your transition to our Organization is as smooth as possible.

Regards,

A handwritten signature in blue ink that reads "Avantika Susan Nigam".

Avantika Susan Nigam
Head of HR

Enclosure: Appointment letter

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

(This entity is registered with Limited Liability) LLP Identification Number: AAO-6786

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,

Telangana 500075. Tel: +91 40 7136 9000



January 23, 2023

Lalith Adithyan
Flat No 102, Sri nilayam sreenivasa constructions, santoshimaa nagarHyderabad,
Telangana 500056
India

Dear Lalith,

We are pleased to confirm our offer to join "**PepsiCo Global Business Services India LLP**" ("The Organization") as a **Graduate Engineering Trainee - IT**. The primary terms and conditions are as follows:

Your appointment will be effective from the date of joining which shall not be later than **August 7, 2023** and you are being employed to work from and report to our office unit on 15th Floor, Tower B in Special Economic Zone located at SY No 107, Laxmi Infobahn, Kokapet, Hyderabad, Telangana- 500075 on the Joining Date.

1. Place of Work:

On joining, you will be required to relocate to Hyderabad or to any place within commuting distance of the office within 30 day's of the Joining Date. During the course of your employment with the Organization, your services are liable to be transferred, seconded or deputed to any of the divisions, branches or companies belonging to, or affiliated to, or associated with the Organization either existing as of date or which may come up in future from time to time. Such transfer, secondment or deputation may be within India or overseas. It is further clarified that except the relocation expenses and transport benefits (as per policy) offered by the Organization, all other expenses for to and fro office will be borne by the employee.

2. Compensation and Allowances:

The Total Fixed Pay offered to you is INR **985,817.00** per annum. This includes statutory retirals. The Target Variable pay offered to you is INR **91,953.00** and the pay-out is subject to your meeting the performance criteria as per the organization's annual bonus policy. The details of the compensation offered are attached in Annexure A.

In the event that, prior to your first anniversary of your Date of Joining, you resign from your employment for any reason or your employment is terminated by the Organization for reasons detailed under this Appointment letter (i) you will be entitled to retain only that portion of the sign-on cash bonus determined by multiplying the sign-on-cash bonus by a fraction, the numerator of which will be the number of whole months that have elapsed

from your Start Date to your termination date and the denominator of which will be 12 (such amount, the "Earned sign-on cash bonus"), (ii) you will promptly repay PepsiCo any portion of the sign-on cash bonus already paid to the extent it exceeds the Earned sign-on cash bonus and (iii) you will forfeit any unpaid portion of the sign-on cash bonus.

3. Medical:

You and your immediate family members, consisting of spouse, dependent children, will be covered under the Organization medical scheme on any hospitalization subject to a limit of Rs. 4,00,000 (governed by the Medical Insurance Policy.)

4. Annual Leave:

You are entitled to Annual leave in accordance with Organization policy.

5. Termination:

Your services with the Organization can be terminated by either side, without assigning any reason, by giving 60 (sixty) days' notice in writing ("Notice Period"). Upon resignation, you will be required to serve the full Notice Period. Any leave taken during Notice Period will be added to the Notice Period. The Organization reserves the right to terminate employment of an employee, for any reason whatsoever, by giving notice as applicable or 'Basic Pay' in lieu of the notice period as applicable, for the level. In case of gross misconduct, negligence, fraud, embezzlement or misappropriation, employment may be terminated by the Organization forthwith without any notice or compensation in lieu thereof.

6. Non-Disclosure:

You acknowledge and agree that unauthorized disclosure of the confidential information or trade secrets of the Organization or any of its affiliates would cause irreparable loss and damage to Organization, and that you shall, besides being liable to be terminated of your employment on this account, will also be liable to be proceeded against for such relief, including but not limited to, damages.

7. Non-Compete:

In signing this Offer and Appointment letter, you agree that during the period of twelve (12) months following the termination of this agreement, you shall not:

- (a) Provide services for or be employed by, whether as an employee, director, consultant or otherwise, any entity that materially competes with beverage or snacks business of the Organization, or any entity associated or affiliated with the above businesses, in the U.S., India, Thailand, or any other countries with respect to which you have performed services for the Organization or any of its affiliates.
- (b) Solicit or endeavor to entice away from the Organization or any of its affiliates any employee, or any other person engaged by the Organization or its affiliates, (whether or not such a person would commit any breach of contract by reason of leaving the service of the Organization or its affiliates), or any customer of the Organization or its affiliates.
- (c) Disclose to any unauthorized person or persons or misuse confidential information or trade secrets of the Organization or any of its affiliates.

8. Termination Payments:

As consideration for the Organization paying your relocation expenses, notice period, sign on cash bonus if any, or any other incidental expenses, you agree that if you voluntarily leave the Organization to join another Organization within a period of twelve (12) months, then as per the Organization's policy/ies, you will be required to repay the Organization such expenses or allowances, as applicable. Further, you understand and agree that any amount you owe the Organization, for whatever reason (including amounts related to the repayment of relocation expenses or allowances), at the time you terminate your employment will be deducted, in whole or in part, from your last pay check(s) and/or expenses reimbursement.

9. Governing Laws:

Your right to any compensation or benefit referenced in this Appointment letter will be determined under the terms of the applicable plan or program. In the event of a dispute, this Offer and Appointment letter shall, for all purposes, be governed and construed in accordance with the law of India, without reference to principles of conflicts of laws.

10. Retirement:

You will retire from services of the Organization on the day you complete the age of 60 years or such age as decided by the Organization from time to time.

11. Safety:

The employee agrees that during the term of Appointment, he shall comply with the safety policy / norms prescribed by the Organization from time to time. In case of non-compliance / breach of any terms and conditions of the safety policy/norms, the Organization shall be entitled to take such action as deemed fit by the Organization and/or as per applicable law, including termination of the employment with the Organization.

12. Code of Conduct:

You will adhere, at all times, to the Organization's Code of Conduct, all Organization policies and to the laws and regulations of any country in which you work.

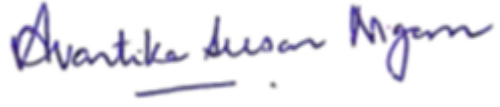
13. The Organization conducts background checks on all new employees. All employment confirmation is subject to satisfactory completion of the background verification.

14. Acceptance:

You have read, understood and accepted the conditions of your employment outlined above. By clicking "Accept" at the next prompt, you will be electronically accepting the terms and conditions of this Letter of Understanding, thereby acknowledging and confirming that you have read and understand the terms and conditions contained herein. You thereby agree to all of the terms and conditions contained therein, including any additional policies, agreements, and addendums located on pages following this signed letter. Furthermore, you are aware that by affixing your electronic signature, it is a legally binding equivalent of your handwritten signature and that in future you may not repudiate the meaning of your electronic signature.

We are happy to welcome you to our Organization and look forward to you building a mutually beneficial long-term association with the Organization.

Regards,

A handwritten signature in blue ink that reads "Avantika Susan Nigam". The signature is written in a cursive style with a horizontal line under the name "Avantika".

Avantika Susan Nigam
Head of HR

PEPSICO GLOBAL BUSINESS SERVICES INDIA LLP

***(This entity is registered with Limited Liability)* LLP Identification Number: AAO-6786**

Hyderabad Office: 14th Floor, SY No 107, Laxmi Infobahn, Tower 2, Kokapet Village, Gandipet Mandal, Ranga Reddy,
Telangana 500075. Tel: +91 40 7136 9000



PRIVATE AND CONFIDENTIAL

ANNEXURE A

Name of Candidate: Lalith Adithyan

External Title – Function: Graduate Engineering Trainee-IT

DOJ: August 7, 2023

Component	Details/Linkage	Amounts in INR p.a.
Basic Salary	Basic Pay is 40% of GBS Fixed Pay	INR Rs394,327.00
Flexible Compensation	This amount can be apportioned to HRA, LTA, NPS, Telecom Reimbursement and other components as per employee choice	INR Rs525,204.00
GBS Base Pay	Annual Guaranteed Cash	INR Rs919,531.00/Yr.
Provident Fund (PF) - Employer Contribution	12% of Basic	INR Rs47,319.00
Gratuity	4.81% of Basic	INR Rs18,967.00
GBS Fixed Pay	Sum of all components above	INR Rs985,817.00
Annual Bonus	Performance linked payout Annual payment for the year is pro-rated basis the month of joining for employees joining before 1st Oct and joiners on 2nd Oct and after are not eligible for that year's bonus	INR Rs91,953.00
GBS Total Cost to Company	Sum of PepsiCo Fixed Pay & Variable Pay	INR Rs1,077,770.00

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Deloitte Consulting India Private Limited
Deloitte Tower, Survey No. 41, Gachibowli Village, Ranga
Reddy District, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

May 30, 2023

Mr. Yamasani Lohith Kumar
H-No:1-204/3,Mahalakshmi Kiranam,Bhattupally,Karakagudem,Bhadhradhri Kothagudem,
Manuguru, 507117
India

Subject: Offer of Employment

Dear Yamasani Lohith Kumar:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **July 3, 2023**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 600,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **July 3, 2023**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **July 3, 2023**, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within pre-defined boundary if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:00 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Gurugram and Bengaluru.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Yamasani, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited

Best regards,

Pooja Madhani
A3B26FE226924C0...

By: _____
Signature

Authorized Signatory

Acceptance

I, **Yamasani**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

Signature



Date

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.05.30 09:49:45 -07:00

Annexure A**Mr. Yamasani Lohith Kumar****Analyst**

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	17,500	210,000
House Rent Allowance (HRA)	8,750	105,000
Special Allowance ^{1a & 1b}	11,867	142,404
Leave Travel Allowance ²	1,750	21,000
Differential Allowance	5,833	69,996
Meal Card ³	2,200	26,400
Employer's contribution to PF	2,100	25,200
Total Salary (in Rs.)	50,000	600,000
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium ⁴	3,014	36,167

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

Annexure A

¹All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

**Employee Level -
Analyst***^{1a}Communication Expenses*

Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.

Rs./₹ 3,000/- per month

^{1b}Fuel Expenses

Petrol / Driver / Insurance / Repairs & Maintenance

Rs./₹ 7,500/- per month

^{1a} The internet/telephone/mobile bills should be in the Employee's name.

^{1b} For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current requisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		Two Wheelers
	<= 1600 cc	> 1600 cc	
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

² The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

³ Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

⁴ Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.



Yamasani Lohith Kumar

Hyderabad

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Consulting India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India** (the "Employer") as **Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. Pre-existing Agreements or Arrangements. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of Proceedings. Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity*.

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I

represent and warrant that I am not currently aware of any present or past violation of this provision.

8. Authorization to Access Systems and Electronic Communications and use of Deloitte Property. I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a *Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the Systems only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or Systems performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the Systems for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the Systems for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the *Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. Security. I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of Works.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. Pre-existing Creations; Personal Creations. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B**, and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- Employment Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- Employment Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3) years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: Personnel and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated; (b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- Employment Restrictions re: Deloitte Property. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d) I agree to allow a *Deloitte Entity* to inspect

any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- EMPLOYMENT OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licensor of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- Employment Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15, to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.


28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

DocuSigned by:

For Deloitte Consulting India Private Limited
A3B26FE226924C0...

Pooja Madnani
Talent
Authorized Signatory

Effective as of **July 3, 2023**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

Yamasani Lohith Kumar

Signature

Name



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.05.30 09:49:45 -07:00

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information (*PII*) or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the "Deloitte U.S. Firms"), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited ("DTTL") or any member firm of DTTL or affiliate thereof (collectively, the "DTTL Member Firms") or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term "control" (including the terms "controlled by" and "under common control with") means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information*, *Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works of a Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the *Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity*.

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any *Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United States Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my *Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the *Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations, Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations, Pre-existing Agreements or Arrangements*

<u>Title</u>	<u>Date</u>	<u>Brief Description</u>
--------------	-------------	--------------------------

Signature

Date

Yamasani Lohith Kumar

Name (Print)

ACCEPTED AND AGREED TO:

Deloitte Consulting India Private Limited
 A3B26FE226924C0...

Pooja Madnani
Talent

Its: *Authorized Signatory*

May 30, 2023

Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.05.30 09:49:45 -07:00

An *Authorized Signatory's* signature is required only if *Pre-existing Creations* or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that *Pre-existing Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the *Intellectual Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

Yamasani Lohith Kumar

Signature

Name

Date

EXHIBIT D

Exceptions to Post-Employment Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-Employment Restrictions
re: Clients

No, I do not have
Post-Employment Restrictions
re: Clients

Name of Client Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

DocuSigned by:
Deloitte Consulting India Private Limited
Pooja Madnani
A3B26FE226924C0...

Pooja Madnani

Talent

Its: Authorized Signatory May 30, 2023
Date

I have read and understood the above policy terms.

Signature _____ Name Yamasani Lohith Kumar Date _____



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.05.30 09:49:45 -07:00

An *Authorized Signatory's* signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Consulting India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **90 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.

- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloitte.net/deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. <https://deloitte.net/deloitte.com/Pages/Home.aspx> for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **July 3, 2023**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

Yamasani Lohith Kumar

Signature

Name



May 30, 2023

Mr. Yamasani Lohith Kumar

**H-No:1-204/3,Mahalakshmi
Kiranam,Bhattupally,Karakagudem,Bhadhradhri
Kothagudem,**

Manuguru, 507117

India

Training Agreement

Dear Yamasani:

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Analyst** pursuant to the terms and conditions of your offer letter dated **July 3, 2023**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed. We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Consulting India Private Limited**

A3B26FE226924C0...

By: _____
Signature

Authorized Signatory



OFFER CUM APPOINTMENT LETTER

Mahindra Chowdary Thanneeru
flatno 103 hno 5-1-14 near bjp office shanthi nagar, kukatpally
Hyderabad
500072
IND

Dear Mahindra,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Support Engineer** at **Bangalore**, India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **10 business days**.

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your employment with Amazon India will commence on **29-Jan-2024**.

2. Duties

- 2.1 You will be employed in the position of **Support Engineer**. Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability at all times as per the job responsibilities advised by your

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REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th
Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka
India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN :
U72200KA2004FTC034233

Acknowledged by mahindrachowdary13@gmail.com at 2024-01-21T03:23:18 UTC.

manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.

- 2.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's Policies and Procedures, as communicated to you. Amazon India reserves the right to change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same.
- 2.3 You acknowledge that during the course of your employment, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.
- 2.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

3. Hours of Work

The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of employment and when there is a change. You may be required to work in shifts for different work hours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and from time to time during the course of your employment, as appropriate. Certain business teams also operate on 24x7 basis and hence, may have rotational shifts or related requirements for their respective team members. Please refer to Amazon India's Policies and Procedures for further details.

4. Place of Work

Your initial place of work will be at Amazon India's facility in Bangalore. However, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you. As you are joining during the period of the Covid-19 Pandemic,

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Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka
India

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U72200KA2004FTC034233

you may be permitted to work from a location of your choice in India with the prior approval of your manager under the condition that you are willing to get back to the location mentioned above as and when required by Amazon.

5. Remuneration

- 5.1 Your Annual Base Pay will be Rs.**874,000** per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise. Your Base Pay is inclusive of both the employer's and the employee's provident fund contributions. Your Base Pay will be reviewed in accordance with internal performance review systems, details of which are set out in Amazon India's Policies and Procedures.
- 5.2 Amazon India has the right to deduct from your pay/salary any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Offer cum Appointment Letter/Amazon India's Policies, or your failure to return Amazon India's property.
- 5.3 You will also receive a sign-on bonus of Rs.**245,000** for the first year and Rs.**196,000** for the second year, which will be paid in twelve monthly instalments, starting at the end of your first month of employment, subject to your continued employment with the Company. The said bonus amount will be payable in accordance with the Company's standard payroll practice and subject to withholding applicable taxes. If your employment with the Company is terminated for any reason during your first two years of employment, the said monthly payments will cease after the date of termination and you will not be entitled to any further payments.

6. Contribution to Employees' Provident Fund

Amazon India will contribute to Employees' Provident Fund (EPF) as and when required by the Employees' Provident Funds and Miscellaneous Provision Act, 1952 read with the Employees' Provident Funds Scheme, 1952, and as further described in Amazon India's Policies and Procedures.

The Employees' Provident Fund Organization ('EPFO'), the statutory body established under Employees' Provident Funds and Miscellaneous Provisions Act, 1952, requires linking of the employee's Aadhaar details with their respective Universal Account Number ('UAN'). For this purpose and to enable Amazon India to make the EPF contributions, Amazon India will collect a copy of your e-aadhar, which needs to be uploaded by you on Amazon HRS tool prior to commencement of your employment with Amazon India. Foreign Nationals / Overseas Citizens of India shall be required to provide a copy of the first and last page of their valid passport for this purpose.

You acknowledge and provide your consent to Amazon India to use your aadhaar/e-aadhaar or passport (as the case may be) during the tenure of your employment with Amazon India for the purpose of any other requirement under a Government scheme or benefit that may mandate production of such documents as per the applicable law(s) and/or for Amazon India's compliance with its obligations under applicable law(s).

7. Leave

Amazon India will grant you leave as provided in Amazon India's Policies and Procedures. All leave scheduling and organisation will be arranged to ensure smooth business operation; your manager's approval is required prior to your scheduling or changing any leave.

8. Confidential Information and Confidentiality Obligations

8.1 "Confidential Information" means and includes any information that relates to the business of the Company that is not generally available to the public. Without limiting the foregoing, Confidential Information includes:

- (1) the identity of, contractual terms with, and any information relating to, the Company's business partners, customers, services clients, sellers, agents, employees, contractors, investors, joint ventures, vendors, or suppliers and the terms on which the Company does business with each such entity, or generally;
- (2) computer code (including source code and object code) or software developed, modified, or used by the Company;
- (3) data of any sort compiled by the Company, including, but not limited to, data relating to products and services, advertising and marketing, and existing or prospective customers, clients, vendors, or business partners;

- (4) algorithms, procedures or techniques, or the essential ideas and principles underlying such algorithms, procedures or techniques, developed by, or whose workings are otherwise known to, the Company (but excluding any public domain algorithms, procedures, or techniques), whether or not such algorithms, procedures or techniques are embodied in a computer program, including, but not limited to, techniques for identifying prospective customers, communicating effectively with prospective or current customers, reducing operating costs, or increasing system reliability;
- (5) the fact that the Company uses, has used, or has evaluated for potential use any particular database, source of data, algorithm, procedure or technique, or the essential ideas and principles underlying such algorithm, procedure or technique, developed or supplied by a party other than the Company (including any algorithms, procedures or techniques in the public domain), whether or not such algorithms, procedures or techniques are embodied in a computer program;
- (6) pricing or marketing strategies developed, investigated, acquired (from a third party or otherwise), evaluated, modified, tested or employed by the Company, or any information related to, or that might reasonably be expected to lead to, the development of such strategies;
- (7) information about the Company's future plans, including, but not limited to, plans for expanding into new products, geographical areas, market segments, or services;
- (8) any information that would typically be included in the Company's financial statements, including, but not limited to, the amount of the Company's assets, liabilities, net worth, revenues, expenses, or net income;
- (9) the following information which shall hereinafter be referred to as the "Disclosure Information":
 - (a) any and all algorithms, procedures or techniques related to the Company's business activities or to your work with the Company, and the essential ideas and principles underlying such algorithms, procedures or techniques, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your

employment with the Company, whether or not such algorithms, procedures or techniques are embodied in a computer program;

- (b) any and all pricing or marketing strategies, the essential ideas and principles on which such strategies are based, and any information that might reasonably be expected to lead to the development of such strategies, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company;
 - (c) information relating to any and all products and services, and the essential ideas and principles underlying any and all products and services, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, whether or not such products or services are marketed, sold, or provided by the Company; and
 - (d) any other ideas or information conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, if the idea or information could reasonably be expected to prove useful or valuable to the Company;
- (10) any other information gained in the course of your employment with the Company that could reasonably be expected to prove deleterious to the Company if disclosed to third parties, including without limitation, any information that could reasonably be expected to aid a competitor or potential competitor of the Company in competing more effectively with the Company;
 - (11) any information received by the Company from third parties, whether or not under obligation of confidentiality;
 - (12) any information derived from any of the above, including any intellectual property rights attached thereto; and
 - (13) any copies of the above mentioned information.

8.2 Confidentiality Obligations:

- (1) You acknowledge that you have acquired and/or will acquire Confidential Information during the course of, or incident to, your employment with the Company, and that the ability of the Company to continue in business could be seriously jeopardized if such Confidential Information were to be used by you or by other persons or firms to compete with the Company. Accordingly, you agree that you shall not, directly or indirectly, at any time, during the term of your employment with the Company or at any time thereafter, and without regard to when or for what reason, if any, such employment shall terminate, use or cause to be used any Confidential Information in connection with any activity or business except the business of the Company, and shall not disclose or cause to be disclosed any Confidential Information to any individual, partnership, corporation, or other entity unless such disclosure has been specifically authorized in writing by the Company, or except as may be required by any applicable law or by order of a court of competent jurisdiction, or any regulatory or governmental body. Further, you agree that you will give the Company prompt notice of any such order/direction of a court/ regulatory or governmental body so that the Company may seek relief by way of a protective order or other appropriate remedy, and further will provide any assistance which the Company may reasonably require in order to secure such order or such remedy (with your expenses reasonably incurred in providing such assistance to be reimbursed by the Company). In the event such protective order or other remedy is not obtained, you shall furnish only that portion of the Confidential Information which is legally required by the governmental entity or regulatory authority; and will use reasonable efforts to obtain confidential treatment for any Confidential Information so disclosed.
- (2) During the course of your employment with the Company and at the date of termination thereof (hereinafter the "Date of Termination"), you shall promptly disclose and deliver over to the Company, without additional compensation, in writing, or in such form and manner as the Company may reasonably require, the Disclosure Information defined in Section 9.1(9) hereinabove, to the extent that such disclosure could reasonably be expected to be of interest to the Company.
- (3) Nothing in this Offer cum Appointment Letter shall be deemed to dilute or waive any rights related to the protection of trade secrets that the Company may have under common law or any applicable statutes.

9. Intellectual Property Rights

9.1 All patents, copyrights, trade secrets, trade/commercial names, proprietary rights, logos, slogans and all other intellectual property rights developed by or for the Company by any person, including but not limited to intellectual property rights relating to any and/or all of the Confidential Information, ("Intellectual Property Rights") shall be owned by the Company. For good and valuable consideration the receipt and sufficiency of which is hereby acknowledged, you hereby agree to irrevocably, perpetually and unconditionally sell, assign, transfer and convey to the Company and its successors your entire right, title and interest in the Confidential Information and/or Intellectual Property Rights and any improvements thereto throughout the world, including, without limitation:

- (1) all patents, copyrights, trade secrets, trade/commercial names, logos, other proprietary rights and all other intellectual property rights in the Confidential Information and all rights to secure registrations, renewals and extensions of the same;
- (2) all rights to make, have made, use, practice, import, export and otherwise fully exploit the Confidential Information and any and all improvements that the Employee or Company may hereafter make or develop;
- (3) all rights to file and prosecute applications for patent, copyright and all other intellectual property protection covering the Confidential Information and improvements thereon, and the processes and designs embodied therein, in India, the United States and in every other country and jurisdiction throughout the world;
- (4) all rights under any patent, copyright and all other intellectual property which may be issued on the Confidential Information or the improvements thereon, and any processes and designs therein, and all rights to enjoy the same; and
- (5) all documents, notes, notebooks, drawings, schematics, prototypes, magnetically encoded media, electronically stored information, or other materials related to the Confidential Information.

9.2 During the period of your employment with the Company and as may be reasonably necessary subsequent to your employment, you agree to cooperate with the Company as may be necessary to obtain patent, copyright and all other intellectual property protection for the Intellectual Property Rights and improvements thereto throughout the world and

agree to do such further acts and execute and deliver to the Company such instruments as may be required to perfect, register or enforce the Company's ownership of the rights assigned, transferred or conveyed. If such cooperation is required after the Date of Termination, the Company shall compensate you at a reasonable rate for the time and related expenses actually spent by you at the Company's request. If you fail or refuse to execute any such instruments, you hereby appoint the Company as your attorney-in-fact to act on your behalf and to execute such instruments. This appointment shall be irrevocable and deemed to be a power coupled with an interest.

9.3 For the purposes of the assignment, transfer or conveyance referred to hereinabove, you acknowledge and covenant that your employment with the Company and the benefits received thereunder shall be treated as good and valuable consideration and that you are not entitled to any further consideration in any form or manner whatsoever in relation thereto.

9.4 Notwithstanding any other provision hereof to the contrary, this Offer cum Appointment Letter does not obligate you to assign or offer to assign to the Company any of your rights in an invention for which no equipment, supplies, facilities, Intellectual Property Rights, Confidential Information or trade secret information of the Company was used and which was developed entirely on your own time, unless (a) the invention relates (i) directly to the business of the Company, or (ii) to the Company's actual or demonstrably anticipated research or development, or (b) the invention results from or is related to, any work performed by you for the Company.

9.5 No Grant of Rights.

You agree that all rights, title and interest in the Intellectual Property Rights and Confidential Information shall be owned exclusively by the Company. Nothing herein contained shall be construed as a grant by implication, estoppel or otherwise, of a license of any kind by either you to the Company, or by the Company to you, for example, to make, have made, use or sell any product using the Intellectual Property Rights, Confidential Information, or as a license under any patent, patent application, utility model, copyright, mask work right, or any other intellectual property right.

10. Non-Solicitation

10.1 During your employment with the Company and for a period of 12 months from the date of termination thereof, you shall not solicit or cause or authorize, directly or indirectly, to be solicited for any competitive business, for or on behalf of any person or customer, or otherwise take any action that might divert the business or patronage of any customer

from the Company, or otherwise damage or alienate the relationship between the Company and any customer, vendor or supplier; and

- 10.2 During your employment with the Company and for a period of 12 months thereafter, you shall not solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of, or directly or indirectly offer services in any form or manner to, yourself or any person or entity which is a competitor of the Company.

11. Employee Data Protection

- 11.1 You authorise Amazon India to collect, process and transfer all personal employee-related information obtained by Amazon India for the purpose of proactively managing the employment relationship.
- 11.2 You further authorise the transfer to, and storage of, your personal information in the worldwide employee database currently located in Seattle, Washington, U.S.A. (or such other location as Amazon India determines from time to time). Human Resources and selected management throughout the Amazon group worldwide will be authorised to access this database.

12. Exclusivity of Services

During your employment, you will be required to devote your full time, attention and abilities to your job duties during working hours, and to act in the best interests of Amazon India at all times. You shall not, without the written consent of Amazon India, be in any way directly or indirectly engaged or concerned in any other business or undertaking .

13. Termination of Employment

- 13.1 With effect from 08/15/2022, this agreement will be terminable by either party by giving a prior written notice of a tenure (exclusive of any leaves availed during that period) as provided below based on the employee's job level at the time of exit:
- a) Employees at job levels L6 or higher will be required to provide a 2 (two) months' prior written notice. Amazon India may terminate the employment of such employees by providing 2 (two) months' prior written notice or payment in lieu thereof;

- b) Employees at job levels L5 or lower will be required to provide a 1 (one) month prior written notice. Amazon India may terminate the employment of such employees by providing 1 (one) month prior written notice or payment in lieu thereof.

It is clarified that while Amazon India may pay in lieu of the aforesaid notice period for terminations initiated by Amazon India; Amazon India reserves its right to accept or deny payment made in lieu of notice by an employee for a termination initiated by the employee. You are being offered this position at Job Level 4, which corresponds to a 1 months' notice period at the time of hiring, but this may be subject to change based on your job level at the time of exit.

- 13.2 Amazon India reserves the right to terminate your employment forthwith "for cause" without advance notice and without payment of severance, in the event you:

- (i) have been found guilty of any misconduct or indiscipline after due enquiry by Amazon India;
- (ii) have violated or are in breach of any of the terms of this Offer cum Appointment Letter or Amazon India's Policies and Procedures;
- (iii) have been grossly negligent, or have neglected your duties, or have underperformed your duties, or have performed your duties in a manner unacceptable to Amazon India;
- (iv) have suppressed any information or submitted false information with the view to obtain employment in Amazon India;
- (v) are convicted for any offence under any law for the time being in force in any jurisdiction;
- (vi) commit any act detrimental to the interest of Amazon India;
- (vii) abstain from work for seven consecutive days without informing Amazon India;

- 13.3 On the termination of your employment for any reason whatsoever, you will return to Amazon India, without delay, all assets belonging to Amazon India, correspondence, records, specifications, models, notes, formulations, lists, papers, reports and other documents and all copies thereof and other property belonging to Amazon India or relating to its business affairs or dealing, including any Confidential Information and Intellectual Property Rights, which are in your possession or under your control. At Amazon India's option, you agree to provide a written certification of your compliance with this Section. Further, you agree to sign a termination certificate in accordance with Amazon India's Policies and Procedures, which will reaffirm your compliance of your post-termination obligations, including return of Amazon India's property/properties and releasing Amazon India from all claims, liabilities and obligations. Where Amazon has made any excess payment to you as part of your relieving formalities, whether or not such excess payment is

termed “Full and Final Settlement”, you shall be obligated and liable to repay such excess amount forthwith upon being notified by Amazon.

14. Gratuity

Gratuity will be paid as and when required by the Payment of Gratuity Act, 1972 and as further described in Amazon India’s Policies and Procedures.

15. Employee Benefits

You will be eligible to receive employee benefits as may be provided by Amazon India in Amazon India’s Policies and Procedures. These are subject to change with or without prior notice for both existing and prospective employees. Revised policy will supersede any previous policy which would have been applicable and would have been communicated as part of offer letter.

16. New Hire Background Investigation

- 16.1 It is Amazon India’s policy to investigate all its new hires. Your employment is conditional upon the information contained in your application form and/or curriculum vitae being true and accurate, including (but not limited to) your educational and professional qualifications, the documents furnished by you being genuine, and upon reference checks to be conducted by Amazon India being successfully completed.
- 16.2 You authorise Amazon India to conduct such searches with government or enforcement authorities as are necessary to enable it to verify that you do not hold any criminal convictions.
- 16.3 In case you are waiting for the results of your examinations and you are hired prior to the same, your continued employment with Amazon India will be subject to passing the said examination and completing the course, failing which Amazon India reserves the right to take action including termination of your employment without notice.

17. Foreign Nationals

- 17.1 In case you are not an Indian national and, under any law, are required to obtain applicable visa / work permit / authorisation or permission from appropriate government authorities to work in India, you are required to ensure all such permissions are obtained before commencement of employment with Amazon India.

- 17.2 You are also required to ensure all future correspondence and permissions for continued stay and employment in the country as per the governing law are complied with at all times. If required, Amazon shall be at liberty to demand copies / originals of such permission.
- 17.3 It is made clear that possessing valid work permit / authorisation at all times of your employment is an inherent requirement of your employment with Amazon India. Any time after the execution of this Offer cum Appointment Letter, if it is found that you do not have required work permit / visa, Amazon India shall terminate your employment, without notice, with immediate effect, without any liability towards you.

18. Representations and Warranties

You hereby represent and warrant to the Company that:

- 18.1 the information furnished by you for the purpose of your employment with the Company is true and correct to the best of your information, knowledge and belief;
- 18.2 you shall not, during the course of your employment with the Company, use or disclose any document/s that in any way constitutes confidential, proprietary for trade secret information of a third party (including a former employer), except pursuant to written authorization by such third party to do so;
- 18.3 you are not in unauthorized possession or control of any document/s that in any way constitutes confidential, proprietary of trade secret information of a third party (including a former employer);
- 18.4 during the course of your employment with the Company, you will not violate any non-solicitation or similar agreements or obligations that you have with any third party; and
- 18.5 there are no other agreements executed by you with third parties that conflict with the terms and conditions of your employment with Amazon India or that restrict your ability to execute this Offer cum Appointment Letter;
- 18.6 You recognize that the restrictions set forth in this Offer cum Appointment Letter may limit your future flexibility in many ways. You expressly acknowledge that (i) the limitations specified herein are fair and reasonable in view of the nature of the business in which the Company is engaged, your position with the Company, and your access to Confidential

Information / Intellectual Property Rights, (ii) you are voluntarily entering into this Offer cum Appointment Letter, and (iii) in spite of the restraints imposed herein, you will be able to engage in other lawful professions, trades or businesses after termination of your employment with the Company. You recognize that your compensation is adequate consideration and acknowledge that you will not be subject to undue hardship or inconvenience by reason of your agreeing to the provisions contained herein.

19. Other Particulars

- 19.1 You confirm that there are no other agreements executed by you with third parties that conflict with the terms and conditions of your employment with Amazon India or that restrict your ability to execute this Offer cum Appointment Letter
- 19.2 You hereby represent and warrant that the information furnished by you for the purpose of your employment with the Company is true and correct to the best of your information, knowledge and belief.

20. Notices

All notices issued by you to the Company or by the Company to you shall be sent either by registered post, courier through a recognised courier service provider or by email transmission which shall be deemed to have been received the next working day provided the notice is also sent by registered post the next working day after email transmission.

21. Waiver

Failure of the Company to insist upon strict adherence of any term of this Offer cum Appointment Letter on any occasion/s shall not be considered a waiver thereof or deprive the Company of the right thereafter to insist upon strict adherence to that term or any other term of this Offer cum Appointment Letter.

22. Severability

The holding of any provision of this Offer cum Appointment Letter to be illegal, invalid, or unenforceable by a court of competent jurisdiction shall not affect any other provision hereof, which shall remain in full force and effect.

23. Assignment

Except as otherwise provided in this Section, this Offer cum Appointment Letter shall inure to the benefit of, and be binding upon you and your heirs, representatives, successors and assigns. Neither this Offer cum Appointment Letter nor any right or interest hereunder shall be assignable by you or your legal heirs, beneficiaries or legal representatives without the Company's prior written consent. This Offer cum Appointment Letter shall be assignable by the Company to a subsidiary or affiliate of the Company; or to any corporation, partnership, or other entity that may be organized by the Company, as a separate business unit in connection with the business activities of the Company; or to any corporation, partnership, or other entity resulting from the reorganization, merger or consolidation of the Company with any other corporation, partnership or other entity, or any corporation, partnership, or other entity to or with which all or any portion of the Company's business or assets may be sold, exchanged or transferred.

24. Employer – Employee Relationship

The relationship between the Company and you hereunder shall be solely that of an employer and employee and no modification of responsibility or compensation made hereinafter shall be construed so as to constitute the relationship of partners or joint ventures or so as to as to construe you as an independent contractor of the Company.

25. Liability for Breach

You acknowledge and accept that your breach of any of the terms contained in this Offer cum Appointment Letter or in Amazon India's Policies and Procedures, may cause the Company irreparable harm for which there is no adequate remedy at law, and therefore, the Company shall be entitled to the issuance by a court of competent jurisdiction of an order of injunction, restraining order, or other equitable relief in favor of itself, without the necessity of posting a bond, restraining you from committing or continuing to commit any such violation. Exercise or waiver by the Company of its rights to obtain an injunction, restraining order, or other equitable relief hereunder shall not be deemed a waiver of any right to assert any other remedy the Company may have at law or in equity. In any legal action or other proceeding by the Company against you in connection with this Offer cum Appointment Letter (e.g., for recovery of damages or other relief), the Company will be entitled to recover its reasonable attorneys' fees and other costs incurred.

26. Authorization to Notify New Employer

You hereby grant consent to the Company to notify any of your new employer/s about your rights and obligations under this Offer cum Appointment Letter.

27. Governing Law and Jurisdiction

Your employment, and any disputes which may arise under, out of, or in connection with your employment, shall be governed by and construed in accordance with the laws of India; and the Courts having territorial jurisdiction over the registered office of the Company shall alone have exclusive jurisdiction to try and entertain such disputes to the exclusion of any other Courts situated elsewhere.

28. Agreement/Modifications

The terms described in this Offer cum Appointment Letter and Amazon India's Policies and Procedures will cumulatively constitute the terms of your employment, and shall supersede any previous discussions, offers or agreements relating to your employment, or to the subject matter hereof. Any additions to, deletions of, or modifications of these terms are valid and effective only if the same are carried out in writing and signed by you and an officer of Amazon India.

29. Headings

The Section headings appearing in this Offer cum Appointment Letter are used for convenience of reference only and shall not be considered a part of this Offer cum Appointment Letter or in any way modify, amend or affect the meaning of any of its provisions.

30. Survival

Your obligations under Sections 8, 9, 11, 13, 20, 21, 23, 25, 26, 27 and this Section 30 hereof shall survive the termination of this Offer Cum Appointment Letter and of your employment with the Company.

You undertake to be bound by any rules and regulations enforced by Amazon India from time to time in relation to the conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order as a part of these terms of employment.

For and on behalf of Amazon Development Centre (India) Private Limited

AUTHORIZATION

By

ACCEPTANCE

I acknowledge receipt of this Offer cum Appointment Letter and, after reading and understanding the same, I accept Amazon India's offer of employment on the terms set out in this Offer cum Appointment Letter.

We want to clarify that Amazon's offer letters are hosted on Employee Document portal and not sent as email attachments or through any other communication channel. If you have received an offer letter as an attachment, we recommend you to utilize the QR code provided here to access Employee Document portal and verify authenticity. This step ensures the genuineness of your offer and helps protect you from potential fraud.





Signed by: NANDURI VENKAT SATISH
CHANDER
Date: 2024.01.21 00:09:01 +05:30
Location: India

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th
Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka
India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN :
U72200KA2004FTC034233

Appointment LetterDate: 1st June, 2023**To****Nishanth Domakonda**

Dear Nishanth Domakonda,

Sub: Appointment as Engineer Trainee pursuant to letter of intent (“LOI”) dated 20th August, 2022

We congratulate you on successful completion of your sponsored training at VEDA IIT, a Unit of The VEDA Educational Society (hereinafter referred to as “VEDA IIT” and shall include its successors and permitted assigns), and completing the joining formalities. In furtherance of your acceptance of the letter of intent and your successful completion of the sponsored training program, we are pleased to offer you the position of **Engineer Trainee** in SoCtronics Technologies Private Limited (“SoCtronics”). You will be located in **Hyderabad, India**. Your employment with SoCtronics will commence on **14th June, 2023**.

Your employment with us will be governed by the company terms and conditions set out in the Employment Terms & Conditions to be signed by you along with this letter on the day of your appointment. You will also be governed by any rules, regulations, policies and practices that may change from time to time. Additionally, you will be expected to sign the Business Protection and Confidentiality Agreement, IT and IT Assets Security Policy and Information Security Policies & Guidelines as a part of your joining process.

Duties:

You are required to undertake the duties as informed to you by SoCtronics and you will report to the assigned manager at the time of your joining.

As SoCtronics has a diverse customer base across the globe, during your service with SoCtronics, depending on the project requirements and customer requirements, you may have to visit or be present at a different geographical location (national/international) to support our customers and affiliated companies for which you shall be willing to take up the responsibilities as assigned from time to time. The detailed terms of employment are set out in the employment agreement executed between you and SoCtronics along with this Appointment Letter.

Total Compensation:

Your Total annual CTC will be **Rs.600000/- (Rupees Six Lakhs Only)** that consists of a salary of **Rs.552000/- (Rupees Five Lakhs Fifty Two Thousand Only)** payable in twelve equal instalments, and **Rs.48000/- (Rupees Forty Eight Thousand only)** as Annual Performance bonus that will be paid by the end of next appraisal cycle depending upon your individual performance meeting your team and project goals and the company's performance. The salary offered at any stage is to be treated as Cost to the Company (CTC) implying that it includes all direct and indirect benefits applicable at that time.



You will continue as Engineer Trainee for a period of one year from the date of joining and if your performance is found to meet and/or exceed expectations of SoCtronics, you will be promoted as Engineer 1 on the rolls of SoCtronics. Your salary revision will happen aligned to the company appraisal cycle usually 1st of April or later if the appraisal cycle is deferred across the company, taking into account the tenure with the company from date of joining to effective date of salary hike and performance during this tenure.

SoCtronics believes in nurturing and rewarding its key contributors. The salary offered is to be treated as Cost to Company (CTC) implying that it includes all direct and indirect benefits applicable at that time. During any appraisal, in the event that you are not meeting the performance expectations of SoCtronics, your movement to the next salary band shall get delayed by the commensurate time it takes for you to start meeting these expectations.

Your salary will be paid to you monthly and shall be paid net of applicable withholding taxes. Your salary is confidential information and should not be discussed with other employees of SoCtronics or its affiliated companies. Discussing your salary information with other employees of SoCtronics or its affiliated companies shall attract appropriate disciplinary action.

Upon your acceptance of this Appointment Letter, you also agree to abide by the policies and procedures set out in the Human Resource Guidelines of SoCtronics, as amended from time to time. You shall work conscientiously in the interests of the management and shall utilize ordinary prudence and intelligence in the discharge of your duties. Any violation of this norm shall constitute a gross misconduct resulting in the termination of services.

At SoCtronics, our long term success depends on both the results we achieved and the way we make the results happen. We set high standards for our people, our products and our processes. Quality must set us apart. We set high standards of personal integrity and ethics in all our business ventures.

Please confirm your acceptance of the Appointment Letter and the clauses therein, by signing the Appointment Letter in the space indicated and return one original signed copy to SoCtronics Human Resources at the earliest.



By signing and conveying your acceptance of terms of the Appointment Letter, you hereby agree to be bound by the terms of this Appointment Letter, the employment agreement and associated agreements which shall all form part of your employment with SoCtronics.

Sincerely,

For SoCtronics Technologies Pvt. Ltd.,

K. Nya Sabita

Authorised Signatory

I hereby and unconditionally accept all the above terms and conditions of this Appointment Letter and agree to be bound unconditionally by all the rules and regulations of SoCtronics, as applicable from time to time.

AGREED, ACKNOWLEDGED AND ACCEPTED

Name: Nishanth Domakonda

Signature:

Date: 14th June, 2023

Salary Breakup

Name: Nishanth Domakonda

Designation: Engineer Trainee

Component	Per month	Per Annum
Basic	23,000	276,000
HRA	13,800	165,600
* LTA	5,669	68,024
A-Total Gross Salary	42,469	509,624
Medical & GPA Insurance Premium	625	7,500
Employer Gratuity contribution	1,106	13,276
Employer PF contribution	1,800	21,600
ESI	-	-
B-Total Retirals & Benefits	3,531	42,376
C- Total Annual CTC (A+B)	46,000	552,000

For SoCtronics Technologies Pvt. Ltd.

K. Naga Subita

Authorised Signatory

Please sign your Acceptance (Sign & Date)

* Note: If the employee opts for Meal card or NPS or both, then these components will be part of Gross Salary with LTA reduced by the same amount.

Basic is 50% of CTC and is fully taxable component and is used as the base to compute other salary components such as HRA & PF.
House Rent Allowance ("HRA") is fixed at 60% of the Basic. As per Income Tax norms HRA is meant to pay for the rent towards residential accommodation. Exemption from tax is computed with reference to the actual rent paid by the employee towards the accommodation. Rent paid in excess of 10% of the Basic, subject to a maximum ceiling of HRA actually received would be non-taxable.
Leave Travel Allowance will be paid on a monthly basis as an allowance with tax deducted at source should you choose not to avail the tax benefit of fare reimbursement. In case you opt for the fare reimbursement facility to claim tax benefit, you will have to complete the LTA Fare Utilization Form available on tibs portal indicating your likely journey dates. The taxability or otherwise of LTA will be as per the Indian Income Tax Act, details of which will form part of the LTA Fare Utilization Form. LTA is tax exempt, twice in a block of four years. Reimbursement is restricted to II AC Rail or Economy Air within India only for self and immediate family
ESI fund, managed by ESIC, is applicable as per government norms to employees whose total gross monthly earning is Rs.21,000/- or less (currently, subject to change from time to time) to provide the cash and medical benefits to them and their family members. This fund is a contributory fund in which both the employer and employee contribute 3.25% and 0.75% respectively to make it a total of 4.0% of gross salary. After commencement of the ESI contribution period in case even if the salary is revised and accordingly exceeds applicable gross salary limit, ESI contribution and benefit shall continue till the end of contribution slab period i.e.30th Sep and 31st Mar.
Medical Insurance: The Company provides for Hospitalization Insurance of INR 2 Lakhs, covering you and 3 of your dependents – spouse and up to two children with a Floater policy. The premium for providing such coverage will be entirely borne by the Company. Any additional coverage (top-up) for the family or a separate additional policy for the parent(s)/ parents-in-law (either / or) will be at the option of the employee. The company will facilitate this in the form of group policies where-in the corresponding premium amounts will be recovered over three or four equal monthly installments, beginning the month of the first pay cheque for the employee. Such additional coverage is permitted only at the time of joining the Company or during the annual renewal of the policy.
GPA Insurance: Company provides Personal Accident Insurance coverage of INR 5 Lakhs, which provides for compensation in the case of loss of limbs, hearing or sight, permanent and temporary incapacitation, and death due to an accident. The cost of this insurance will be borne by the Company.
Gratuity: In addition to Gross salary, an amount, equivalent to 4.81% of the basic salary will be remitted to the Gratuity Fund maintained by the employee's Group Gratuity Trust directly by the Company as a cost component to Company. An amount, equivalent to approximately, half month's basic pay for every completed year of service calculated as per the last drawn basic salary at the time of separation, will be paid at that time from the Trust funds, if the employee is eligible for the same as per the Payment of Gratuity Act (1972). As per the prevailing tax laws, Gratuity paid as per the Payment of Gratuity Act up to INR 20 Lakhs is tax free at the time of disbursement.
Gratuity is payable only on completion of continuous service as specified by the Payment of Gratuity Act.
Further, in case of demise of employee during the service, even before completing the minimum stipulated service, gratuity for the period of completed service shall be paid to the nominee(s) of the Employee. Employee is also covered under a separate policy for future service gratuity which will be paid on demise of an employee, to the nominee(s) of the employee calculated for the remaining service period till the retirement age, as per the last drawn basic salary at the time of demise of the employee subject to a maximum amount of Rs. 20.00 Lakhs (Rupees twenty lakhs only).. Nominee details must be declared by the employee in HR records.
PF: Employers' contribution of 12% of the basic per month and an additional equivalent amount of Employee's contribution will be remitted to Provident Fund Department and will be in accordance with the provisions of Employee Provident Fund Act, 1952. You may choose at your discretion, to contribute an additional amount to Voluntary Provident Fund (VPF) on submission of an undertaking to Finance department to this effect.
Sodexo Meal Card: The Company provides for Sodexo Meal card option. You may opt for either Sodexo Cafeteria Card or Sodexo Open Meal card as applicable for your location. The details for this benefit will be provided on your joining, on the payroll portal.
The rules and requirements of the prevailing Income Tax Act will govern your personal Taxation. The Company will deduct Income Tax at source on a monthly basis depending on your declaration at the beginning of the financial year. You will also be required to provide necessary proof as per your declaration.

JOINING FORMALITIES

As a part of your joining we require you to submit the below documents on the day of your joining.

JOINING FORMALITIES

At the Company we encourage our new joinees to join on Mondays at 9:00 AM excepting in the case of an emergency.

Please use the checklist below, for all MANDATORY documents, which need to be produced on the day of your joining. You are to inform us ahead of time of any issues pertaining to your joining or with respect to the documents that you will not be in a position to produce on the joining date. This will help us to plan accordingly.

- Copy of your offer acceptance
- Copy of your certificates starting from 10th to Graduation or highest degree.
- Relieving letter from previous organization
- Statement of income last drawn, preferably with a break-up
- Copy of Passport
- Copy of all the visas
- Copy of PAN Card
- Copy of Aadhar Card
- Four passport size photographs of self
- Your Blood Group
- Date of birth of dependents for Mediclaim policy



February 16, 2024

Pavan Male
UCO Student ID: *20579889

Degree Plan: Master of Science
Major: Business Analytics
Semester: Fall 2024

Dear Pavan Male:

Congratulations! On behalf of the Administration and Office of Global Affairs, we are pleased to announce your admission to the University of Central Oklahoma for the Fall 2024 semester!

At the University of Central Oklahoma, we strive to provide the highest quality education and service to each and every one of our international students. It is this commitment that has earned us international recognition by reputable and prestigious organizations including, "International University of the Year" by India's Higher Education Review, named in the Top 20 Leading Institutions for Master's Level Universities in the United States by the Institute of International Education, ranked 25th Best Public University in the West Region by US News and World Reports, and 6th on the Top Schools for Engagement by the Wall Street Journal.

After reviewing your outstanding academic credentials, we are happy to award you the **University Graduate Scholarship** granting a total of \$2,000 over two years or \$1,000 per academic year. \$1,000 will be disbursed on your 2nd semester and a renewable \$500 will be disbursed the following Fall and Spring terms. In order to renew your scholarship, you will be required to maintain a cumulative GPA of 3.00 at the University of Central Oklahoma and be enrolled full-time. The scholarship will be reviewed and credited on the 3rd week of each Fall and Spring semester.

Included in your admission packet are the UCO President's Welcome Letter, your I-20, Pre-Departure Handbook, and On-Campus Housing information. Please prepare for your arrival to UCO by beginning the visa process and completing other pre-departure steps which can be found in your Pre-Departure Handbook.

We look forward to welcoming you to campus soon!

Sincerely,

A handwritten signature in blue ink that reads 'Dennis Dunham'.

Dennis Dunham, Ph.D.
Executive Director



17-Jan-2023

Candidate ID: 24233712

Pramod Vardhan Muchanapally
B.E. Electronics & Communication Engineering
Chaitanya Bharathi Institute of Technology, Hyderabad

Dear **Pramod Vardhan Muchanapally**,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship on premises with us for a **period of 3 to 6 months**. Your Internship onboarding will be scheduled based on your availability factoring your college exam schedule and our business requirements.

During this period, you will be provided with a stipend of **INR 12,000** per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Though Cognizant Internship is a pre-requisite skill and capability development program, it does not guarantee employment and there is no employer – employee relationship during the course of this internship program. However, the successful completion of internship will form a critical part of your eligibility for employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 10 hours per day from Monday through Friday aligned to the working timings followed in Cognizant which based on the need could also be operated on a shift model. Attendance is mandatory on all the days to stay active in the Internship Program. The Intern Offer would be terminated if the mandatory requirement of minimum 90% attendance at office is not met in a month.
- Interns are covered under Cognizant's calendar holidays of the respective location of internship, and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program and internship would be terminated if leaves are availed without prior approvals.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions failing which your internship would be terminated.
- The Technical skills track mapped could change at the start or mid-way or even later during the program depending on business demand changes and you would be required to be flexible for this change failing which your internship would be terminated.
- After successful completion of your Internship if there is a business demand which expects you to get skilled on a different skill, you would be expected to get skilled in that demand failing which your Full Time Offer would be cancelled / withdrawn.

- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion. Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Adherence to Cognizant Internship policies and guidelines is mandatory and any breach of incident reported will lead to immediate cancellation of Internship without any notice.
- During the course of your Internship and at all times, you shall be governed by Cognizant's Social Media Policy and shall, refrain from posting malicious, libelous, defamatory, false, obscene, political, anti-social, abusive, and threatening messages/statements or disparaging the Company, clients, associates, competitors, or suppliers or any third parties, irrespective of whether any such statements are likely to cause damage to any such entity or person. Any breach of this section would lead to immediate termination of the Internship and revocation of the Employment Offer/Agreement.
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

This offer from Cognizant shall be active and **valid for only 3 calendar days** and hence you are expected to accept or decline the offer through the company's online portal within the said time-period of 3 calendar days and you will also be required to submit the mandatory documents at least **7 days** before your Internship Onboarding Date as part of your Pre-joining & Background Verification (BGV) process. In case you don't comply to the above timelines, this Offer shall stand withdrawn and will be considered as cancelled. Any official written extension to the offer validity and the above-mentioned timelines will be at the sole discretion of Cognizant.

Below are the **mandatory documents** to be submitted as part of your **Background Verification**:

- Your Pan Card
- Letter of Authorization (LOA) which should be downloaded from the BGV application hand signed with your name and date and reuploaded back to the application

Below are the **mandatory documents** to be submitted as part of your **Pre- joining formalities**:

- 2 Passport sized Photographs preferably with a Grey / White background
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.
We wish you good luck.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Maya Sreekumar

Vice President - Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:



Sub: Appointment as “**Digital Marketing Trainee**”

Date: 12th February 2024

Dear Praveen Bajar,

Further to your application and the personal interview you had with us, we have the pleasure of offering to you the position of “**Digital Marketing Trainee**” in our organization with effect from the date of your reporting for duties on **12th February 2024**. The detailed terms and conditions of your appointment are as under

- 1) You will be placed on six months of probation, with effect from the date you join. During the probation period, you will be drawing an all-inclusive, gross remuneration of **Rs. 3,60,000/- (Rupees Three Lakh Sixty Thousand Only)** per annum. The detailed Salary structure is as per Annexure1.
- 2) After your probation period you will be offered employment subject to a favorable management evaluation.
- 3) Your probation period is six months. In the first three months your services will be liable for termination with a notice of seven (07) days from either side without having to assign any reasons there for; or, 07 days’ remuneration (as per Company’s rules) will be payable to the party terminating the employment to the other party. In the next three months your services will be liable for termination with a notice of fifteen (15) days from either side without having to assign any reasons there for; or, 15 days’ remuneration (as per Company’s rules) will be payable to the party terminating the employment to the other party. The probation period may also be extended based on your performance.

On being permanent, the notice period will be of **2 months** from either side without having to assign any reasons, therefore.

In the event of your serving on the company a notice of termination of employment by submitting a resignation letter, the Company shall have the option to waive the notice period partly or fully (without paying you any salary compensation for the notice period so waived) and also to decide whether the notice period shall run concurrently with the period of any leave which may be granted to you.

- 4) During your employment with the Company, you will, at times, observe secrecy in respect of any technical, trade or business data, customers’ names/business details or any other

Registered Address: I-23, S. No. 90, 65 Part, Vasant Vihar, Baner, 411045, Pune.

Office Address: 7th Floor, C Wing, Amar Business Zone, Saykar Chowk, Baner Road, Baner, Pune, MH, India - 411045

Tel: +91-8446000346 /8390661234,, **E-mail:** office@hbwsl.com , **Website:** www.hbwsl.com

CIN: U72200PN2011PTC141037



Hummingbird Web Solutions Private Limited

information that might come to your knowledge or possession, which according to the Company are necessarily confidential and form valuable property of the Company.

You shall not disclose nor cause the disclosure of any such data in any manner whatsoever.

You will also be responsible for the protection and furtherance of the Company's best interests at all times, including after you cease to be on the Company's rolls.

In addition, in the event of your leaving the Company's services, you are expected not to take up employment or enter into any type of business/commercial transaction or any kind of association with any of the Company's clients or their associates, for a period of two years from the date of cessation of employment.

- 5) This offer is subject to your preparedness to be assigned to work in any software/hardware environment as desired by the Company/Clients from time to time. Further, Company also reserves the option of assigning you to area/responsibilities, which may not be necessarily within your core competencies, depending on business exigencies, etc.
- 6) You are required by the Company rules not to undertake any employment anywhere else, even on a part-time basis, whether for any consideration or not. Contravention of this will lead to termination of your services from the Company without any notice, with no liability on the part of the Company for payment of any compensation in lieu of such notice. Further, this contravention will also be deemed as voluntary termination (resignation) by you of your services without the required notice having been given.
- 7) The working hours applicable to you will be the same as are observed at the place of your posting and as amended from time to time. Further, you should be prepared to work on any shift, as may be warranted by the Company's/Client's work requirements. The details of any leave eligible to you and a list of standard holidays can be obtained from the undersigned.
- 8) The rules of the Company governing all the matters specified above, including matters such as designation, working hours, etc. are subject to change without any prior notice.
- 9) You will be governed by the Company's rules and regulations (as well as practices) as enforced from time to time in respect of matters not covered by this letter of appointment. Company's decisions on all such matters shall be final and binding on you.
- 10) This appointment is based on the information supplied by you in your application Personal Data and otherwise will be null and void if a material error [in Company's opinion] is discovered at any point of time. You will be governed by the Rules of the Company, as applicable from time to time.

Registered Address: I-23, S. No. 90, 65 Part, Vasant Vihar, Baner, 411045, Pune.

Office Address: 7th Floor, C Wing, Amar Business Zone, Saykar Chowk, Baner Road, Baner, Pune, MH, India - 411045

Tel: +91-8446000346 /8390661234,, **E-mail:** office@hbwsl.com , **Website:** www.hbwsl.com

CIN: U72200PN2011PTC141037



Hummingbird Web Solutions Private Limited

- 11)** By accepting this appointment, you agree that your employment with the Company is contingent upon the satisfactory completion of employment verification checks. This may include verification of your educational qualifications, previous employment history, and any other relevant information required by the company. Any misrepresentation or falsification of information during the employment verification process will be considered a breach of trust and may result in immediate termination of your employment, in accordance with applicable laws and company policies.
- 12)** If the terms and conditions offered herein are acceptable to you, please return the acceptance copy to the undersigned, duly affixing your full signature on the last page and initials on the remaining pages. In the case of your acceptance of the above offer, you will be joining duties from **12th February 2024**.

We offer our heartiest congratulations and welcome you into the Hummingbird family, for a successful career with us.

Yours faithfully,

For Hummingbird Web Solutions Pvt. Ltd.

Karthikey Magapu

Authorized Signatory

I accept the above terms and conditions and am willing to join on **12th February 2024**.

Name: Bajar Praveen

Date: 12/02/2024

Signature: 

Registered Address: I-23, S. No. 90, 65 Part, Vasant Vihar, Baner, 411045, Pune.

Office Address: 7th Floor, C Wing, Amar Business Zone, Saykar Chowk, Baner Road, Baner, Pune, MH, India - 411045

Tel: +91-8446000346 /8390661234,, **E-mail:** office@hbwsl.com , **Website:** www.hbwsl.com

CIN: U72200PN2011PTC141037



Annexure 1

CTC DETAILS		
Name: Praveen Bajar		Employee Code: 425
Earnings	Monthly	Annually
Basic	15,000	1,80,000
HRA	6,000	72,000
LTA	1,500	18,000
Bonus	1,250	15,000
Employer PF #1	1,950	23,400
Other Allowance	4,300	51,600
Total	30,000	3,60,000
<p>Notes:</p> <ul style="list-style-type: none">• #1 Employers' Contribution of PF is inclusive of PF Admin charges.• Statutory Deductions will be applicable as per government rules and accounting procedures. (TDS, Profession Tax, ESIC, PF, etc.)		

Registered Address: I-23, S. No. 90, 65 Part, Vasant Vihar, Baner, 411045, Pune.

Office Address: 7th Floor, C Wing, Amar Business Zone, Saykar Chowk, Baner Road, Baner, Pune, MH, India - 411045

Tel: +91-8446000346 /8390661234,, **E-mail:** office@hbwsl.com , **Website:** www.hbwsl.com

CIN: U72200PN2011PTC141037



Deloitte Consulting India Private Limited
Deloitte Tower, Survey No. 41, Gachibowli Village, Ranga
Reddy District, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

May 30, 2023

Mr. Somavarapu Purna Pranith Sai
5-5-5, Jagannadha Towers, Banka Ramakrishna Street, Chittinagar,
Vijayawada, 520001
India

Subject: Offer of Employment

Dear Somavarapu Purna Pranith Sai:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **July 3, 2023**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 600,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 100,000/-** subject to your reporting for full-time employment on **July 3, 2023**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **July 3, 2023**, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within pre-defined boundary if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:00 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Gurugram and Bengaluru.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Somavarapu Purna, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Consulting India Private Limited

Best regards,

DocuSigned by:
Pooja Madhavi
63848E76D79643C...
By: _____
Signature

Authorized Signatory

Acceptance

I, **Somavarapu Purna**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

DocuSigned by:
Somavarapu Purna Pravithe Sai
DEF28021AA8B4BC...
Signature _____
Date May 31, 2023



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.05.30 05:04:53 -07:00

Annexure A**Mr. Somavarapu Purna Pranith Sai****Analyst**

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	17,500	210,000
House Rent Allowance (HRA)	8,750	105,000
Special Allowance ^{1a & 1b}	11,867	142,404
Leave Travel Allowance ²	1,750	21,000
Differential Allowance	5,833	69,996
Meal Card ³	2,200	26,400
Employer's contribution to PF	2,100	25,200
Total Salary (in Rs.)	50,000	600,000
Variable Bonus*	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium ⁴	3,014	36,167

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

Annexure A

¹All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

**Employee Level -
Analyst**^{1a}Communication Expenses^{1b}Fuel Expenses

Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.

Petrol / Driver / Insurance / Repairs & Maintenance

Rs./₹ 3,000/- per month

Rs./₹ 7,500/- per month

^{1a} The internet/telephone/mobile bills should be in the Employee's name.

^{1b} For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current requisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<= 1600 cc	> 1600 cc	Two Wheelers
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

² The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

³ Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

⁴ Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

You may also be eligible to either a One-time Stipend or a temporary lodging basis joining the registered office location, you will receive a survey from Deloitte prior to your joining.

You may select the best option for availing the relocation assistance. If an employee who has availed this reimbursement decides to quit within 18 months from the date of relocation claim for whatever reason, the relocation reimbursement paid to the employee will be recovered in full, from the employee's full and final settlement.

By joining the Company, you will become a member under the 'Deloitte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.



Somavarapu Purna Pranith Sai

Hyderabad

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Consulting India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Deloitte Tower, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India** (the "Employer") as **Analyst** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2. Pre-existing Agreements or Arrangements. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of Proceedings. Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity*.

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I

represent and warrant that I am not currently aware of any present or past violation of this provision.

8. Authorization to Access Systems and Electronic Communications and use of Deloitte Property. I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a *Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the *Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. Security. I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of Works.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. Pre-existing Creations; Personal Creations. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B**, and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- Employment Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- Employment Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3) years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: Personnel and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated; (b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.

16. Post- Employment Restrictions re: Deloitte Property. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d) I agree to allow a *Deloitte Entity* to inspect

any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a Deloitte Entity to remove such *Deloitte Property*.

OTHER POST- EMPLOYMENT OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licensor of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- Employment Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15, to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer’s employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer’s prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

DocuSigned by:
For Deloitte Consulting India Private Limited

Pooja Madnani

63848E70D79643C...

Pooja Madnani

Talent

Authorized Signatory

DocuSigned by:
Effective as of **July 3, 2023**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

Somavarapu Purna Pranith Sai

DEF28021AA8B4BC...

Somavarapu Purna Pranith Sai

Signature

Name



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.05.30 05:04:53 -07:00

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information (*PII*) or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the “Deloitte U.S. Firms”), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited (“DTTL”) or any member firm of DTTL or affiliate thereof (collectively, the “DTTL Member Firms”) or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term “control” (including the terms “controlled by” and “under common control with”) means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information*, *Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a

Deloitte Entity, and (3) it does not result from any work performed by me and the *Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity*.

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any *Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United States Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any Form, created by me, alone or with others, during the period of my *Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B**Pre-existing Creations; Pre-existing Agreements or Arrangements**

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the *Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations, Pre-existing Agreements or Arrangements*

X No, I do not have *Pre-existing Creations, Pre-existing Agreements or Arrangements*

<u>Title</u>	<u>Date</u>	<u>Brief Description</u>
---------------------	--------------------	---------------------------------

DocuSigned by: <u>Somavarapu Purna Pranith Sai</u> DEF28021AA8B4BC...	<u>May 31, 2023</u>	
Signature	Date	

Somavarapu Purna Pranith Sai
Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Consulting India Private Limited

DocuSigned by: <u>Pooja Madnani</u> 63848E76D79643C...	<u>May 30, 2023</u>
Pooja Madnani Talent	Date
Its: <i>Authorized Signatory</i>	



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.05.30 05:04:53 -07:00

An *Authorized Signatory's* signature is required only if *Pre-existing Creations* or *Pre-existing Agreements* or *Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that *Pre-existing Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the *Intellectual Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements* or *Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements* or *Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

X

No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

DocuSigned by:
Somavarapu Purna Pranith Sai
DEF28021AA8B4BC...

Signature

Somavarapu Purna Pranith Sai

Name

May 31, 2023

Date

EXHIBIT D

Exceptions to Post-Employment Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-Employment Restrictions
re: Clients

X No, I do not have
Post-Employment Restrictions
re: Clients

Name of Client

Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

Deloitte Consulting India Private Limited

DocuSigned by:
Pooja Madnani
63848E76D79643C...

Pooja Madnani

Talent

Its: Authorized Signatory May 30, 2023
Date

I have read and understood the above policy terms.

DocuSigned by:
Somavarapu Purna Pranith Sai
DEF28021AA8B4BC...

Somavarapu Purna Pranith Sai May 31, 2023
Signature Name Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10

Sealed Time: 2023.05.30 05:04:53 -07:00

An Authorized Signatory's signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an Authorized Signatory indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Consulting India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **90 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.

- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloitte.net/deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. <https://deloitte.net/deloitte.com/Pages/Home.aspx> for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **July 3, 2023**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions

of Service by:


DEF28021AA8B4BC...

Signature

Somavarapu Purna Pranith Sai

Name



May 30, 2023

Mr. Somavarapu Purna Pranith Sai

**5-5-5, Jagannadha Towers, Banka Ramakrishna
Street, Chittinagar,**

Vijayawada, 520001

India

Training Agreement

Dear Somavarapu Purna:

On behalf of **Deloitte Consulting India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Analyst** pursuant to the terms and conditions of your offer letter dated **July 3, 2023**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed. We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,

For **Deloitte Consulting India Private Limited**

DocuSigned by:

Pooja Madnani

By:

83848E78D79843C...

Signature

Authorized Signatory



June 30, 2023

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Ribhu Bhatta Charya,

The world is at a major turning point; technology is enabling entirely new forms of business operations, business models, industries and outcomes. We have exponentially more power to reach the full potential of our life's work than any humans before us. This is IBM's vision for the future.

We invite you to join us as a Software Developer, in band 06G to do your best work ever. You will be working alongside passionate IBMers, business & technology experts, who are constantly building their knowledge and expertise to find the best solutions to help our clients achieve their goals and create new possibilities.

At IBM you will experience an inclusive and collaborative culture where you can offer ideas and solutions, no matter your experience or area of expertise – you have an audience that listens from Day 1. You will have access to world-class learning opportunities to help you create the career you've always imagined. Join us and you'll be proud to call yourself an IBMer.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.





June 30, 2023

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Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91–80–49139999
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Dear Ribhu Bhatta Charya,

We are pleased to offer you the position of Software Developer, in band 06G at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Initially, you will have to undergo an IBM trainee program specially designed for all college campus hires. This training is to enable you to acclimatize to the industry and post qualifying, accelerate your transition to a live project.

Your appointment will be effective on your joining date i.e., July 25, 2023 . Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn. You must complete your formal course of education, including final semester examinations to establish your qualifications, before joining. Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 70%, failing which IBM may, at its sole discretion, withdraw this offer of employment.

Acceptance and Commencement

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 8:45 am to the Main Lobby located at IBM India Pvt Ltd, Manyata Embassy Business Park, G2, 5th Floor, Rachenahalli, Nagawara Outer Ring road, Bangalore–560045. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory



and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer – Relieving letter or service certificate or resignation acceptance e–mail with last working day (LWD) confirmation.
- Passport and Pan card– If you do not have a Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving License
 - Aadhaar Card
 - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry any one of the following as mentioned above to complete on boarding process.
- Disability certificate – If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.
- Name change document – If you have ever changed your name at any point of time, and for any reason whatsoever. Valid Indian Work Permit, if applicable.
- Education documents (for university hires only) – Degree certificate and all year mark sheets for the highest degree attained.

To facilitate your induction, an IBM Connections program is designed to help assist new joinees with their initial transition into IBM. You will receive more information about the Connections Program and your Connections Advisor upon your joining IBM as a regular employee after you have successfully completed the trainee program.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- You are required to join work at your onboarding location, where you may be assigned to a specific training stream based on business requirements. You will undergo training at a specified location for a specified duration of time. (Your training location and the duration of training may change due to business requirements). You will be expected to undergo your training in any skill at the discretion of the Company.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, IBM frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with IBM and take any necessary steps to ensure a smooth transition.



- Your appointment and continued employment at IBM is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your designation may be changed at the discretion of the Company depending on the work assigned to you.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [6] months but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 90 day's notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- IBM encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with IBM, you will be required to comply with the following:
 - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
 - You agree to utilize IBM's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to IBM's business.
 - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of IBM.
 - You also understand and acknowledge that IBM requires its employees to be productively and effectively utilized at all times. IBM maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to IBM's processes and policies.
 - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.



- Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with IBM.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without IBM's prior written authorization.
- You will, by default, be enrolled in IBM's Group Medclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in IBM policies are subject to change at the Company's discretion. You will be entitled to privilege leave in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to IBM operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- All employees are required to read and comply with IBM's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, IBM shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.



- You will be required to register your profile with National Skills Registry once you join IBM. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) – which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at IBM office Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.
- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to IBM , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- This offer is contingent upon you being fully COVID-19 vaccinated prior to your start date, and submitting proof of your vaccination status before the start date. During the Onboarding process you will be asked to confirm your vaccination status, and onboarding / start of employment with IBM is contingent on your satisfactorily providing proof of vaccination status. However, if you are unable to be vaccinated due to a valid medical or religious reason, please indicate the same when asked. IBM will consider such requests on a case by case basis subject to submission of required proof satisfactory to IBM, and may either exempt you from vaccination requirements, or may permit you to defer submission of proof of vaccination to an alternate date. IBM's decision in this respect shall be final. The specific procedure for you to submit proof of vaccination status, or requests for exemption, will be separately communicated to you.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

Settling in Allowance – A one-time amount of INR 25,000 towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) – no additional amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from IBM, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to IBM. You may be required to repay to IBM any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by IBM, IBM may recover all such amounts from your final settlement.

A One time Premium Component of INR 50000/-, paid to you after you have joined IBM. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 10th of the month then the payment will be processed in the same



month of joining else it will be processed in the subsequent month of joining. If you resign from IBM, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire Premium Component to IBM. The Premium Component is subject to appropriate income tax as per law. You may be required to repay to IBM any taxes that were deducted from your Premium Component and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by IBM, IBM may recover all such amounts from your final settlement.



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ANNEXURE A

DATE	June 30, 2023		
NAME	Ribhu Bhatta Charya	BAND	06G
DESIGNATION	Software Developer	LOCATION	Bangalore
<u>Compensation Components</u>		<u>IBM Offer (in INR)</u>	
1. Annual Basic Salary		306165	
2. Standard Flexible Benefit Plan			
I. House Rent Allowance (HRA)		183699	
II. Leave Travel Assistance (LTA)		51028	
III. Conveyance Allowance		38400	
3. Optional Flexible Benefit Plan		94272	
4. Annual Reference Salary (ARS)		673564	
5. Retirals			
a) Provident Fund (PF)		36740	
b) Gratuity		14696	
6. Annual Reference Salary + Retirals		725000	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.



The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Medclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage



The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Signed By – IBM Authorized Signatory
Talent Acquisition Leader ISA

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING))

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY – TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE



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Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components are linked.
Flexible Benefit Plan (FBP = 2+3)	The FBP is a basket of standard and optional benefits. It allows employees to choose from a basket of benefits that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below
(2) Standard FBP Components	
(i) House Rent Allowance (HRA)	HRA of an amount equivalent to 60% of the basic salary will be paid every month (subject to availability of balance in the FBP entitlement)
(ii) Leave Travel Assistance (LTA)	LTA will be paid every month (subject to availability of balance in the FBP entitlement). Income tax exemption shall be provided as per the provisions of Income Tax Act, 1961 for travelling within India, twice in a block of 4 years
(iii) Conveyance Allowance	Fixed conveyance allowance (subject to availability of balance in the FBP entitlement) as applicable to your band will be paid. However, the same will not be provided in case one opts for car lease program
(3) Optional FBP Components	Optional components will include allowances such as Company Lease Car, National Pension Scheme, Meal Card etc. Further details about the optional allowances will be available to you upon joining IBM in the FBP policy page.
Flat allowance	Any un-apportioned amount under FBP plan shall be paid as "Flat allowance"
4. Annual Reference Salary	Annual Basic Salary + Annual FBP
5. Retirals	These elements of compensation are not paid out until later when certain conditions are met
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund
(b) Gratuity	Gratuity is payable to you as per the IBM Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5years of continuous service with the Company or such other scenarios permitted under law. The amount of gratuity payable shall not exceed Twenty Lakh rupees (INR 20,00,000.00)
ESIC & Statutory Bonus	Additionally, you may be eligible under ESIC and /or Statutory Bonus as per the provisions of the respective laws.

**For detailed information please refer to Company policies, which are subject to change from time to time*

***Any reference to any Acts, Rules or other laws shall be deemed to refer to any amendments, replacements or successors to such Acts, Rules or other laws, as applicable. IBM's decision in this respect shall be final.*



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Other Benefits- Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:

This is a company paid benefit which provides group term life coverage to all employees of IBM India Pvt. Ltd. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. The coverage is subject to completion of the Insurance Company's prescribed insurance underwriting procedure and awarding of coverage by the insurance company. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:

This is a company paid benefit which provides group personal accident coverage to all employees of IBM India Pvt. Ltd. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Medclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)

By default, you will be enrolled in the Group Medical Insurance Policy from the date of your joining with a family floater cover of INR 4 Lakh per year. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail medical insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 11 Lakh per year (incremental premium to be borne completely by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 45 days of the child birth) and newly married spouse (within 45 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *

**Subject to enrolling the new dependent within 45 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer

This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit

Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Medclaim Insurance Policy.



National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all IBM India Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your Flexible Benefit Plan, on IBM Intranet. You can find more details about this program on IBM intranet.

Compensation under Employees Compensation Act

All IBM employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

- a) Incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressly given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.
- b) Incase of any injury resulting in Death or permanent total disability.
- c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*



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ANNEXURE B – NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # : _____ Date Of Hire : ___ / ___ / _____

In consideration of my employment or my continued employment by International Business Machines Corporation or one of its subsidiaries or affiliates (collectively, "IBM"), which I acknowledge is employment at will, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without IBM's prior written permission, disclose to anyone outside of IBM or use in other than IBM's business, either during or after my employment, any confidential information or material of IBM, or any information or material received by IBM in confidence from third parties, such as suppliers or customers. If I leave the employ of IBM or at the request of IBM, I will return to IBM all property in my possession belonging to IBM or received by IBM from any third party, whether or not containing confidential information and whether stored on an IBM owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, diskettes and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

Confidential information or material of IBM is any information or material: (a) generated or collected by or utilized in the operations of IBM; received from any third party; obtained from an entity IBM acquired or in which IBM purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of IBM; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "IBM Confidential" or with any similar legend of IBM or any third party. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or personnel matters; marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases.

2. (a) During my employment with IBM and for two years following the termination of my employment from IBM for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of IBM to be employed or perform services outside of IBM. For purposes of this Paragraph 2(a), "Restricted Area" shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with IBM. Also, for purposes of this Paragraph 2(a), "employee of IBM" shall mean any employee of IBM who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that during my employment with IBM and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the twelve (12) months prior to the termination of my employment with IBM. This paragraph 2(b) does not apply to any IBM employee whose work location as reflected in IBM records is within the state of California.



I acknowledge that IBM would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that IBM would be entitled to any appropriate relief, including money damages, equitable relief and attorneys' fees.

3. I will not disclose to IBM, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by IBM. In addition, I will not incorporate into any product used and/or sold by IBM, any copyrighted materials or patented inventions of any third party, unless authorized by IBM pursuant to Paragraph 5.

4. I will comply, and do all things necessary for IBM to comply, with (a) the laws and regulations of all governments under which IBM does business, (b) the provisions of contracts between any such government or its contractors and IBM that relate to intellectual property or to the safeguarding of information, and (c) IBM's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the IBM Business Conduct Guidelines as amended from time to time.

5. I hereby assign to IBM my entire right, title, and interest in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, and the like (all hereinafter called "Developments"), hereafter made, conceived, written, or otherwise created solely or jointly by me, whether or not such Developments are patentable, subject to copyright or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of IBM or its subsidiaries or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of IBM or its subsidiaries.

If, by operation of law such right, title, and interest in Developments vest in IBM upon creation, I acknowledge that such right, title, and interest belong to IBM. Also, I hereby assign to IBM my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.

In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code.

The above provisions concerning assignment or ownership of Developments apply to Developments created while employed by IBM in an executive, managerial, professional, product or technical planning, technical, research, programming, or engineering capacity (including development, product, manufacturing, systems, applied science, and field engineering) or otherwise.

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with IBM, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to IBM (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use or cause to be used, any Excluded Developments in IBM's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my IBM employment.



I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g. United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g. title of publication), the creation date of the Excluded Development, and to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. IBM requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest IBM in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to IBM.

6. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the IBM Intellectual Property Law Department; and (b) I will, on IBM's request, promptly execute a specific assignment of title to IBM or its designee, and do anything else reasonably necessary to enable IBM or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the IBM Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by IBM. I also agree to promptly notify the IBM Intellectual Property Law Department if, after I leave the employ of IBM, I am contacted by anyone or any entity outside of IBM regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

7. IBM and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by IBM and are for the benefit of IBM and its subsidiaries, licensees, successors, and assigns.

8. I agree that IBM, its services providers and other third parties authorized by IBM will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with IBM and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to IBM, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of IBM assets, background check results, bank account information, and disability or medical information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment,



any personal information about others to which I may have access during my employment at IBM.

IBM provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all IBM policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on IBM's internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside IBM, who have access to these tools.

9. The term "subsidiaries," as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by International Business Machines Corporation.

10. The term "employment at will," as used in this Agreement, means the employment at the mutual consent of both me and IBM. Accordingly, either IBM or I can terminate the employment relationship at will, at any time, with or without cause or advance notice. However, this clause does not relieve me of my responsibility to serve the notice period in accordance with my terms of employment, in the event of my resignation from the services of IBM.

11. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by IBM in writing upon my hire or transfer of employment to IBM. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for International Business Machines Corporation and myself.

12. This Agreement shall be governed by the laws of India. If any provision of this Agreement is unenforceable at law, the remainder shall remain in effect. I recognize that any violation of my obligations described herein would cause IBM to suffer irreparable harm and can result in disciplinary action, including dismissal from IBM, and any other appropriate relief for IBM including money damages, equitable relief and attorneys fees.

13. This Agreement shall constitute a part of my terms of employment with IBM, and is executed contemporaneously with my offer of employment/ employment contract with IBM.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

Employee's Full Name	Employee's Signature	Employee Serial No.	Date



Letter of Offer

2nd June 2023

Dear **Mr. Rishik Routhu**,

Welcome to Brane Services Private Limited!

We are delighted to extend this offer of employment to you for the position of “**Associate Process Leader Trainee**” at Brane Services Private Limited (hereinafter referred to as “Brane” or “Organization”)

We request you to read this Offer letter and return the enclosed duplicate copy or scanned copy by email in as an **acknowledgement of receipt of it and acceptance of the same on or before 3rd June 2023**, failing which this Offer stands cancelled and withdrawn. Brane reserves the right to revoke, withdraw or modify this Offer letter at any time in its sole discretion. Your date of joining should be on or before **1st September 2023** failing which this Offer stands terminated.

Further, on joining Brane, you will be issued an Appointment Letter containing the terms and conditions of your employment with Brane and access to the Organizational policies and guidelines.

You will be working from the Hyderabad office location. However, you may be transferred to other office locations of Brane (or) to its affiliates or subsidiaries, either in India or abroad, as decided by Brane in its sole discretion. Your total C.T.C will be **Rs. 7,00,000/-** and the monthly emoluments before deductions will be **Rs. 55,411/-**. The detailed break up of emoluments and operational details are provided under Annexure-A.

In view of the Organizational needs or corporate restructuring or business considerations, your employment or services can be transferred or assigned by Brane to any of its subsidiaries, affiliate(s), joint venture, or group companies as may be deemed fit and proper by Brane. If, after issuing this Offer letter, there is any change in the Organizational or corporate set up of Brane, then your Appointment Letter may be issued in the name of any other group Organization of Brane referencing this Offer and it shall not be any surprise for you.

Brane Services Private Limited

3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally, Hyderabad,
Rangareddi, TG-500081



Non-Conflict and Confidentiality Agreement

The role, in which you join us, is a very important one which will entail dealing with confidential and sensitive data, information and records of the Organization. You will, therefore, be required to sign a “Code of Conduct, Non-Conflict and Confidentiality Agreement” of our Organization at the time of your joining the Organization. As part of your undertaking for the non-compete provision, you shall not take up any work or employment with the competitors of Brane for a period of two(2) years post expiry or earlier termination of your employment with Brane and also as part of your undertaking for non-solicitation provision you shall not solicit or offer employment either directly or indirectly to employees of Brane with any third party or under you for a period of eighteen(18) months post expiry or termination of your employment with Brane. This job requires your fulltime commitment and during your tenure of employment with us, you are not permitted to take up or participate in any other part time or full-time jobs or assignments or employment.

You shall abide by the rules and regulations, policies of the Organization as may be in force from time to time and if there is any breach or violation of them, it may result in disciplinary and legal actions.

Documentation

You are required to furnish the following documents on the day of your joining:

- Proof of age
- Certificates supplementing your highest educational and professional qualification attainments
- Appointment & relieving letter of your previous employer, as applicable
- Two passport-sized photographs
- Form 16 or any other authenticated document supplementing your earnings and income tax declaration/paid in the current financial year
- Photocopy of your PAN card
- Any other documents as may be required by the Organization.

Probation

You will be on probation for a period of six (6) months starting from Your joining date with Brane. At the end of the probation period, your performance will be tested and subject to finding it satisfactory, Brane may in its sole discretion confirm Your employment service with it. If you do not pass the test of confirmation, at the

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discretion of Brane, your probationary period may be extended for an additional time period. You shall be deemed to be on probation until and unless your services are confirmed in writing by Brane. In the event you do not pass the test of confirmation, or your conduct and performance are found unsatisfactory either during initial probationary period or during extended probation period your services are liable to be terminated without any notice. Confirmation of Your services with Brane are not automatic and is not a matter of right for you.

Termination

Your employment with the Organization can be terminated by either party:

- a) during probation, you may terminate by giving ninety (90) days prior written notice. The Organization may end your probation and consequently terminate your employment forthwith (or) by giving fifteen (15) days prior written notice.
- b) after confirmation of employment, you may choose to terminate your employment by giving ninety (90) days prior written notice informing Your intent to terminate. Brane may terminate your employment forthwith (or) terminate by giving one (1) month notice (or) by paying one (1) month gross salary in lieu thereof.
- c) Notwithstanding anything contained either in Offer letter or Appointment Letter, Brane reserves its right to terminate forthwith your probation or employment without any notice or without assigning any reasons if in its opinion your probation or continuing you in employment with it is not conducive or is detrimental to the good will or business interests of Brane.

Your Information

For the purposes of the applicable data protection laws, you agree that personal data or information (including sensitive personal data or information) relating to you which has been or is in the future obtained by Brane may be held and processed by Brane or any of its group Organization either by computer or manually for all purposes relating to the performance of your contract of employment and for Brane's legitimate business needs and legal obligations including, but not limited to the following:

- i) Administering and maintaining Brane's personnel records.
- ii) Paying and reviewing salary and other remuneration and benefits.
- iii) Providing and administering benefits (including pension) and private medical health insurance(if any applicable).
- iv) Undertaking performance appraisals and reviews and setting performance targets.
- v) Maintaining sickness and other absence records.
- vi) Taking decisions as to your fitness for work.

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- vii) Providing references and information to future employers, and if necessary, governmental, and quasi-governmental bodies for social security, income tax, customs and other statutory or legal purposes.
- viii) Providing information to future purchasers of Brane or of the business in which you work; and
- ix) Transferring information concerning you to a country or territory outside India. You agree and consent that any personal data to which you have access in the course of your employment with Brane shall treat strictly in accordance with Brane policies and procedures and you shall not use any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you.

This Offer is based on the information furnished in your application for employment and during the interviews you had with us. This Offer of employment is subject to the positive feedback with respect to Background Verification in relation to the credentials submitted by You and is subject to You being found mentally and medically fit at the time of joining and at all times of your employment with Brane. Background verification will be done at any time during your tenure with Brane.

Notwithstanding any other terms and conditions stipulated herein at any stage during the tenure of your employment with us if it is found that any particulars or details furnished by you are incorrect and / or this Offer letter or Appointment Letter has been obtained by misrepresentation of facts, the Organization shall reserve the right to take necessary legal action in addition to termination of your employment forthwith without any notice..

If you have any queries regarding the Offer, feel free to clarify your doubts with leadership@braneServices.com

We take this opportunity to welcome you into the family of Brane Services and look forward to your contribution to the growth of the Organization and yourself.

Thanking you,
for **Brane Services Private Limited**

Raghava Avvari
HR Head

Brane Services Private Limited

3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally, Hyderabad,
Rangareddi, TG-500081



ANNEXURE-I

1. Working hours and Work Timings:

The general work timings for the office are from 9:15am to 6:45pm, within which the leaders are expected to work diligently for 9 hours. The punch in and punch out timings are taken from the biometric device affixed at the entrance of each premise. The organization shall observe a 5-day week from Monday to Friday.

2. Leaves:

You shall be eligible for a total of 21 days leaves in a calendar year. The leaves shall accrue on a monthly basis.

3. Background Verification:


All leaders will be deemed to have been appointed based on representations made and facts disclosed at the time of employment. BRANE has the right to conduct background verification anytime during the leader's employment with the organization. A leader is liable for appropriate action in case of any discrepancy between the claims made by the leader at the time of employment and the facts discovered thereafter.

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CTC Per Annum	7,00,000
Monthly CTC	58,333

Annexure - A		
Name: Rishik Routhu	DOJ: 1st September 2023	
Role: Associate Process Leader Trainee		
Location: Hyderabad		
A) Monthly Salary Components	INR P.M.	INR P.A.
Basic	23,333	2,79,996
House Rent Allowance	9,333	1,11,996
LTA	2,309	27,705
Special Allowance Per Month	20,436	2,45,234
Monthly emoluments before deductions: (A)	55,411	6,64,932
B) Long term Benefits		
Provident Fund (Employer Contribution)	1,800	21,600
Gratuity	1,122	13,468
Total(B)	2,922	35,068
COST TO ORGANIZATION (A+B)		7,00,000
*Provident Fund(Employee Contribution) will be deducted from Monthly Gross Salary. * Income Tax & Professional Tax will be deducted as per the Act.		
For Brane Services Private Limited	Accepted	
	Name & Signature: Routhu Rishik R. Rishik	
Authorized Signatory	Date: 03 - 06 - 2023	

Brane Services Private Limited
3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally, Hyderabad,
Rangareddi TG-500081



01/17/2024

PERSONAL & CONFIDENTIAL

Sai Adithya Tirukkolluru,
India

Dear Sai Adithya,

It is our pleasure to extend this offer of employment to you with Silabs India Private Limited (“Silicon Labs” or the “Company”) in the role of **Associate Engineer-Software Design** reporting to Trinadh Angara on the terms and conditions described in this letter (including your successful completion of a background and reference checks, as described in Clause 19 below, and any necessary immigration related approvals) and the Proprietary Information and Inventions Assignment Agreement, which is forthcoming.

Please read the terms and conditions carefully and confirm your understanding and agreement to such terms and conditions by countersigning this letter in the space provided below. When you countersign this letter, it will form a binding employment agreement (the “**Agreement**”) between you and the Company. Your employment is based upon the information and declarations provided by you. If the Company determines that the information provided is false or misleading or that you have concealed information, the Company may withdraw its offer and terminate the Agreement without providing any notice or pay in lieu thereof.

The details of your offer are as follows:

1. POSITION AND REPORTING

You will be employed by Silicon Labs in the function of **Associate Engineer-Software Design**. You will report to the Senior Manager-Software Design of the Company, currently Trinadh Angara. Your general duties and responsibilities are determined by the Company from time to time. Silicon Labs may assign you additional tasks, modify or remove your assigned duties, or change the place of your employment without additional compensation to you. As further elaborated in Clause 7.3, your designation / job title and reporting relationship may undergo a change from time to time as may be determined by the Company. During your employment, you shall devote all the necessary professional skills, time, energies and efforts to the performance of their duties on behalf of the Company.

2. TERM OF EMPLOYMENT

Your employment will commence on **01/29/2024** (the “**Commencement Date**”) and continue until termination in accordance with the terms set forth in Clause 13 of this Agreement (the “**Employment Period**”). If you fail to join the Company on or before the Commencement Date, this Agreement shall stand terminated unless extended at the sole discretion of the Company.

3. PROBATIONARY PERIOD

You will initially be on probation for a period of up to six (6) months from the Commencement Date and will continue to be so unless and until you are expressly confirmed in the regular service of the Company. The probation period may be reduced or extended by the Company at its sole discretion without providing any reasons. During the probationary period, your employment may be terminated by either party by providing one (1) month's written notice.

4. COMPENSATION

4.1 In full compensation for the services to be rendered by you hereunder during the Employment Period, upon the terms and subject to the conditions set forth in this Agreement, the Company will pay you and you shall accept as compensation, a gross annual salary of **INR ₹1,150,000.00 ("Gross Fixed Salary")**. The additional particulars of the compensation payable to you are detailed in **Exhibit 1** hereto ("**Compensation Package**"). The Compensation Package will be paid in accordance with the Company's normal payroll practices. Your Compensation Package will be reviewed periodically by the Company and any increase will be discretionary and subject to and on basis of effective performance and Company results during the period. The Compensation Package set forth in this section includes compensation for all services rendered under this Agreement.

4.2 As an added incentive, you will receive a one-time signing bonus of gross lump sum of **INR ₹160,000.00 ("Sign-On Bonus")**. Your Sign-On Bonus, less applicable taxes, will be paid with your first payroll after you commence employment. If you voluntarily terminate your employment within one year of your start date, you will be required to pay back the entire Sign-On Bonus. You understand that the Sign-On Bonus is being offered at the Company's sole discretion and agree that the repayment terms are fair and reasonable.

4.3 As an added incentive, you will receive a one-time retention bonus of gross lump sum of **INR ₹200,000.00 ("Retention Bonus")**. Your Retention Bonus, less applicable taxes, will be paid no later than one year after you commence employment. If you voluntarily terminate your employment within one year after the date of payment, you will be required to pay back the entire Retention Bonus. You understand that the Retention Bonus is being offered at the Company's sole discretion and agree that the repayment terms are fair and reasonable.

4.5 To support you while working from home, you will receive a one-time home set up allowance of INR 25,000 ("**Home Set-up Allowance**"). The Home Set-Up Allowance, less applicable taxes, will be paid with your first payroll. If you voluntarily terminate your employment within one year of your start date, you will be required to pay back the entire Home Set-up Allowance amount. You understand that the Home Set-up Allowance is being offered at the Company's sole discretion and agree that the repayment terms are fair and reasonable.

4.6 While employed with Silicon Labs, you will be eligible to participate in our quarterly profit-sharing plan which is a form of variable compensation. Your bonus will target a quarterly payout of 10% of your Gross Fixed Salary (exclusive of other salary components such as gratuity, provident fund contribution or any other compensation) pursuant to Silicon Labs' current year plan. Any variable compensation will be prorated according to your Commencement Date and is calculated based on eligible earnings during the applicable measurement period. This compensation program will be subject to tax and other applicable statutory deductions. The Company retains the right to modify, amend or terminate its plans and policies, including the said variable compensation program. It is clarified that any payments made under such programs in one financial year does not create a right to claim such compensation or similar payments from the Company in the future. In situations where this Agreement is suspended, or for other reasons

when there is no entitlement to remuneration (e.g. termination of continued payment), you are not eligible for this variable compensation program or, at the Company's sole discretion, the compensation may be reduced on a *pro rata* basis.

4.7 The Compensation Package will be subject to appropriate tax and other statutory deductions under applicable law. Furthermore, you are solely liable for your personal tax liabilities and the Company makes no assurances that the remuneration has been structured in the most tax efficient manner or tax treatment applicable to certain emoluments, allowances or benefits will continue for the entire term of employment. The breakdown of the Compensation Package may need to be revised from time to time in keeping with regulatory developments or otherwise, and the Company will not be liable for any additional tax liability you may face due to such revisions.

4.8 You agree and acknowledge that Silicon Labs may, subject to applicable laws, at any time during the term of employment or cessation thereof, deduct from your Compensation Package, or final settlement, any amounts owed by you, including but not limited to, any outstanding loans, advances, overpayments or costs incurred by the Company due to any damage or loss to Company property, etc. caused by you.

5. HOURS OF WORK

Your working hours will be forty-five (45) hours per week, including a daily break of one hour. You may be required to engage in travel on behalf of the Company or to work any additional hours based on the nature of your job duties or Company business. Subject to applicable law, you expressly agree to such reasonable travel and additional hours of work. You may also be required to attend duties on public holidays or weekly days off as per the exigencies of work. Your Compensation Package is inclusive of all hours worked and you expressly agree that you are not entitled to receive additional remuneration for any work done outside or beyond the normal hours of work.

6. PLACE OF WORK

6.1 Your place of work will be at the Company's office in Hyderabad or as may be decided by the Company. The Company may, after giving you reasonable notice, transfer or assign your services to any place of business of the Company that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.

6.2 The Company may also require you to complete certain duties or assign your services to any associate company, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom the Company may make any such arrangement or agreement. You may also be required on a temporary basis to work at any client premises based in India or overseas.

7. DUTIES AND OTHER ACTIVITIES

7.1 You shall diligently, skillfully, and faithfully carry out the objectives of the Company and protect its interests. You will devote your full time, attention and skill exclusively to the business during normal business hours (as per Clause 5) and such other hours as are necessary to satisfactorily perform your obligations under this Agreement.

7.2 You acknowledge that this Agreement is an exclusive employment agreement. During your employment with Silicon Labs, you will not directly or indirectly own, manage, operate, consult, be an employee or be interested in any manner whatsoever in any other business. Without limitation to the generality of the foregoing, you will not, during the subsistence of this Agreement, directly or indirectly be

associated with any business that competes with the business of the Company in any manner whatsoever, whether as an officer, employee, agent or consultant. If you receive written consent under this clause to conduct any such external activity, you will not utilize the assets, resources and time of the Company for such external activities. Silicon Labs may, at its sole discretion, withdraw its consent at any time.

7.3 From time to time, Silicon Labs may modify your job title, reporting relationships, job duties and responsibilities, the legal entity that employs you, or the jurisdiction where you are expected to perform their duties (despite location of their residence) based on business needs. Any such change will not be deemed to violate the terms of this Agreement or constitute any basis for constructive or involuntary termination of employment.

7.4 You do not have the right or the authority to make any representation, contract or commitment for or on behalf of the Company without obtaining the prior written permission of the Company in this regard. You have no authority, implied or otherwise, to pledge the credit of the Company. If Silicon Labs is held liable for any damage, loss, claim or action arising directly or indirectly from any action of yours in violation of this Clause, you will indemnify the Company to the maximum extent permissible under the laws for the time being in force in India.

8. HOLIDAYS

You are entitled to holidays in accordance with the Company's policy as amended from time to time. Your leave entitlements are stated in Exhibit 1 and are subject to the Company's policy as amended from time to time.

9. COMPANY POLICIES & PROCEDURES

In addition to the terms and conditions specifically stated herein, you will be bound by and will faithfully observe and abide by all the Company's policies and procedures in effect from time to time of which you have been notified or of which you should reasonably be aware.

10. SECURITY & DATA PROTECTION

10.1 Silicon Labs may use various modes to ensure that the internet, email facilities and other communication systems provided by the Company are used in an appropriate manner and that Company confidential and proprietary information is safeguarded. These may include the scanning, reading, inspection, scrutiny of emails or text messages sent and received, and web sites visited or created by you. Silicon Labs may also monitor and any personal communication channels, e-mail or social media forum that may be accessible to you. You agree, understand, and acknowledge that you do not have any expectation of privacy when using the Company's resources. Furthermore, Silicon Labs may share such information with government authorities in response to a valid request.

10.2 The Company also reserves the right to monitor its employees using various security measures including but not limited to closed circuit television systems. These may be installed on the Company's premises overtly or covertly to ensure that the employees do not participate or propagate any activities which are or could be prejudicial to the Company's business interests or which could bring it into disrepute.

10.3 You agree to comply with the data protection policy when processing personal data in the course of employment including personal data relating to any employee, customer, client, supplier or agent of the Company or its parent, subsidiaries and affiliates (together the "**Silicon Labs Group**").

10.4 You expressly and unambiguously consent to the collection, use, transfer, processing and handling of personal data, including your personal and sensitive personal data, by the Company for purposes

related to their employment to the extent permissible under applicable laws. You accept that, subject to applicable laws, the recipients of the personal information may be in India or any other country. You also understand and accept that subject to applicable laws, the Company may transfer to other service providers your personal and sensitive personal data for the purpose of implementation, administration and management of the employment and related purposes

11. CONFIDENTIALITY AND INVENTIONS

As a condition of employment with the Company, you agree to sign Silicon Labs' Proprietary Information and Inventions Assignment Agreement ("PIIA"), which still be provided shortly before or on your Commencement Date. You agree that the PIIA is applicable from the Commencement Date and if you fail to sign the PIIA, this Agreement and your employment shall stand terminated without any additional notice or pay in lieu thereof.

12. COMPLIANCE WITH APPLICABLE LAWS, ANTI-BRIBERY AND ANTI-CORRUPTION

12.1 You agree to comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to their employment by the Company.

12.2 The Company is part of a multinational group of companies with a parent company in the United States. Therefore, you agree that:

- a. you are bound by Silicon Laboratories Inc.'s Code of Business Conduct and Ethics, and
- b. you will comply with all applicable laws relating to anti-bribery and anti-corruption, including but not limited to the *Foreign Corrupt Practices Act* (US) and the *Prevention of Corruption Act* (India). Without limiting the foregoing, you represent and warrant that you have not, and will not at any time during your employment with Silicon Labs, pay, give, provide, offer or promise to pay, give, provide or offer, any money or other thing of value not legitimately due, directly or indirectly, to or for the benefit of:
 - i. any government or public official, political party, candidate for political office or public international organization; or
 - ii. any other person, firm, corporation or other entity, with the knowledge that some or all of that money or other thing of value will be paid, given, offered or promised to a government or public official, political party, candidate for political office or public international organization, for the purpose of obtaining or retaining any business or to obtain any other unfair advantage in connection with the Company's business.

13. TERMINATION OF EMPLOYMENT

13.1 After you have completed your initial probation period (if any), this Agreement may be terminated by either party by providing two (2) months' written notice of termination, or notice required by law as then in effect, whichever is greater. During your notice period, you will co-operate and provide assistance as may be necessary or reasonably required by the Company to transition job responsibilities. Silicon Labs may, at its option, substitute payment in lieu, in whole or in part, of notice of termination required under this Agreement. Alternatively, Silicon Labs may require you to absent yourself from its premises on garden leave and not participate in the working of the Company during any unexpired portion of the notice period. During such garden leave, you may not contact any Company's agents, employees, customers, clients, distributors or suppliers.

13.2 This Agreement may be terminated by Silicon Labs without notice or payment in lieu thereof if you breach or do not observe the terms, conditions or stipulations contained in this Agreement, which would be construed as misconduct, or is guilty of any negligence or other misconduct in connection with or

affecting the business or affairs of the Company, including but not limited to: (i) disloyalty, dishonesty, misrepresentation or breach of integrity; (ii) embezzlement, misappropriation, misuse or causing damage to Silicon Labs property; (iii) indiscipline, disobedience, irregular attendance, absconding; (iv) negligence of duty, deficiency in performance, including failure to complete a performance improvement plan or other similar process implemented to address performance, or your insubordination or failure to comply with the directions given to you by persons so authorized; (v) breach of confidentiality; (vi) conviction of criminal offence; (vii) any act constituting misconduct per Company policies, including the Code of Ethics and Business Conduct, and any other act upon which dismissal due to misconduct may be justified.

Termination of the Agreement under this sub-paragraph would be without prejudice to:

- a. The Company's right to claim the actual damages it has suffered through this breach; and
- b. Any other relief to which the Company may be entitled under contract, law or equity.

13.3 Misconduct will include, without limitation:

- a. Repeated absence from service without prior notice in writing or without sufficient cause, or unauthorized absence for a period exceeding 5 days;
- b. Acts of misconduct and/or indiscipline committed by the Employee, including but not limited to a violation of Company policies;
- c. Material breach of the Employee's representations (including but not limited to providing any misleading and/or incorrect information regarding his/her credentials, testimonials, etc.);
- d. Going on or abetting a strike in contravention of any law;
- e. Causing damage to the reputation, goodwill, credit, operations, business or property of the Company;
- f. Knowingly or repeatedly acting (i) in excess of the Employee's powers; or (ii) in contravention of the lawful instructions of the Company and its officers;
- g. Breach or non observance of the terms, conditions or stipulations contained in this Agreement, where such a breach, if capable of being cured, remains uncured for a period of 3 days despite the Company having notified the Employee in writing;
- h. Breach of the confidentiality/secret provisions set out in the Proprietary Information and Inventions Agreement;
- i. Being convicted of an offence involving moral turpitude;
- j. Inattention or negligence in the performance of duties and obligations under this Agreement;
- k. Unethical business conduct;
- l. Fraud, misappropriation or dishonesty in respect of the Company's property or business;
- m. Commission of any act not in conformity with discipline or good behaviour or acceptance or offering of illegal gratification;
- n. Any form of harassment, including sexual harassment while employed with the Company;
- o. Habitual neglect of work.

13.4 Retirement: Upon attaining the age of 58 years, you will continue to be member of the Employees Provident Fund ("EPF") and will be entitled for the benefits under EPF in accordance with local laws and statute. However, the Employee Pension Scheme ("EPS") will cease to be applicable to you after the age of 58 and EPS contributions this contribution will be discontinued.

You will automatically retire from the Company at the end of the month in which you attain the age of 60 years. An extension may, however, be given at the discretion of the Company.

13.5 If you, at any time, are prevented from ill-health or accident or any physical or mental disability from performing their duties hereunder, you must inform the Company and supply it with such details as it may

be required. If you are unable by reason of ill-health or accident or disability, for a period of 3 months or more to perform their duties hereunder, Silicon Labs may forthwith terminate this Agreement.

13.6 If your employment is terminated, the Company shall not have any liability to you other than for remuneration, allowances and perquisites that accrued prior to the effective date of termination.

13.7 Upon termination of your employment under this Agreement for any reason, you will at once (i) return all Silicon Labs property provided to you, or otherwise in your custody, possession or control; and (ii) complete any other formalities prescribed by the Company, including without limitation, the attending of an exit interview and the execution of appropriate release documentation.

13.8 Notwithstanding any provision of this Agreement to the contrary, the provisions set out in clause 11 and the PIIA, and any other provisions of this Agreement necessary to give effect to such provisions, will continue in full force and effect.

13.9 You agree and accept that any statutory or other "last in, first out" rule or any modification thereof shall not apply in the event of termination of this Agreement for any reason whatsoever.

14. EQUITABLE REMEDIES, REPRESENTATIONS & WARRANTIES

14.1 You agree and acknowledge that the restrictions contained in this Agreement are reasonable and necessary for the protection of the business and goodwill of the Company. Accordingly, the rights and obligations under this Agreement shall survive the termination of this Agreement and shall not be extinguished by termination of this Agreement.

14.2 You agree that any breach or threatened breach of the Agreement is likely to cause the Company substantial and irrevocable damage that is difficult to measure and may not be remedied solely by damages. Therefore, in the event of any such breach or threatened breach, you agree that the Company, in addition to such other remedies which may be available, shall have the right to obtain an injunction from a court restraining such a breach or threatened breach and the right to specific performance of the provisions set out under this Agreement, and you hereby waive the adequacy of a remedy at law as a defense to such relief.

14.3 You agree and acknowledge that the restrictions contained in this Agreement and the PIIA are considered to be reasonable in all the circumstances for the protection of the legitimate interests of the Company and shall be enforceable independently. While the undertakings and agreements under the Clauses are considered by the Company and you to be reasonable in all circumstances, if one or more should be held to be invalid as an unreasonable restraint of trade or for any other reason whatsoever by a final adjudication of any tribunal or court of competent jurisdiction, but would have been held valid if part of the wording thereof had been deleted or the period thereof reduced or the range of activities or area dealt with reduced in scope, the said undertakings and agreements shall apply with such modifications as may be necessary to make them valid and effective.

14.4 You confirm and warrant that:

- a. you have carefully read and fully understand this Agreement;
- b. you have not been arrested, or convicted of, or cautioned for, or charged but not yet tried with any offence or crime, even if you are subject to a pardon, amnesty, or other similar legal action; there is no legal proceeding or governmental investigation pending or, to the best of your knowledge, threatened against you; nor have you been suspended, censured or subject to any

other disciplinary action by any state or governmental body or regulatory authority or organisation;

c. by entering into this Agreement or performing any of the obligations under it, you will not be in breach of any court order or any express or implied terms of any contract or other obligation binding on you, including obligations to your former employers. You will indemnify the Company against any such claims, costs, damages, liabilities or expenses which the Company may incur if they are in breach of any such obligations;

d. in the performance of your obligations, you will not utilize or make available to the Company any confidential or proprietary information of any third party or violate any obligation with respect to such information;

e. any notice period you are required to give or to serve with a previous employer has expired on commencement of employment with Silicon Labs; and

f. all the information submitted by you which forms the basis for this employment is complete and correct. You agree and acknowledge that if it is found that the information submitted is false or incomplete or that you have concealed certain material information which detrimentally impacts the employment with the Company, the Company may terminate employment without providing any notice or pay in lieu thereof.

15. NON-WAIVER

No delay, failure or omission on the part of the Company to exercise any of its powers, rights or remedies under this Agreement will operate as a waiver of them nor will any single or partial exercise of any such powers, rights or remedies preclude any further exercise of them.

16. ADDITIONAL REMEDIES

Notwithstanding anything contained in this Agreement, the parties acknowledge that in addition to any remedy available to the Company, whether provided herein or conferred by statute, civil law, common law, custom, trade, or usage, the Company shall be entitled to obtain an injunction against you from a civil court of competent jurisdiction.

17. SEVERABILITY

If any provision of this Agreement is held by a court of competent jurisdiction to be illegal, invalid or unenforceable, the remaining provisions shall remain in full force and effect. Any invalid or unenforceable provision of this Agreement shall be replaced with a provision which is valid and enforceable and most nearly reflects the original intent of the invalid or unenforceable provision.

18. GOVERNING LAW

This Agreement is governed by and construed in accordance with the laws of India and the courts of competent jurisdiction at Hyderabad, India shall have exclusive jurisdiction over any disputes arising under this Agreement.

19. BACKGROUND CHECK

The employment is conditional upon the successful completion of a background check of you. You shall notify the Company of any pending legal cases against you. If any information provided by you is determined as false, or material information has been withheld during the recruitment process, it will be considered a breach of the Agreement and the Company may then terminate employment without providing any notice or pay in lieu thereof.

20. ENTIRE AGREEMENT, AMENDMENTS & ASSIGNMENT

This Agreement (including its schedules and annexures, if applicable) and the PIIA constitutes the entire agreement between the parties as to its subject matter and supersedes all prior agreements and understandings oral or written, between Employee and the Company. This Agreement cannot be amended or varied except in writing signed by both the parties. The Company may, in its sole and absolute discretion, assign this Agreement and the PIIA.

21. COUNTERPARTS

This Agreement will be executed in counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

* * * * *

If you agree with the above terms and conditions of employment, please sign the Acknowledgement & Acceptance at the end of this Agreement. Once the Agreement is fully signed, you will receive a copy for your records.

Sai Adithya, we look forward to working with you!

Yours very truly,
Silabs India Private Limited

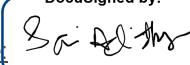
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Manish Kothari
Senior Vice President

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood the terms and conditions of employment set out in the offer of employment from Silabs India Private Limited above. I have had sufficient opportunity to seek independent legal advice with respect to the terms and conditions of employment set out above. I hereby voluntarily accept and agree to the terms and conditions of employment set out above, including the Commencement Date and the terms relating to termination of employment, and agree to execute the PIIA prior to my employment.

DocuSigned by:
Signature: 
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Name: Sai Adithya Tirukkolluru

Date: 1/18/2024

Exhibit 1

The following outlines a general breakdown of your compensation and salary components. Please note, actual figures may vary slightly depending on rounding. You will enroll your flexi-benefits component before your first payroll. The components include Leave Travel Allowance (LTA), Gift Card, Personal Development Allowance, Telephone Allowances, Food Allowances and Voluntary Employee Contribution to National Pension Scheme (NPS).

Position:	Associate Engineer-Software Design
Location:	Hyderabad
Anticipated Start Date:	01/29/2024
Offer Deadline	01/24/2024

Salary Components ^{1 2}	Annual (Rs)
Basic	575,000
HRA	230,000
Statutory Bonus	16,800
Special Allowance	328,200
Gross Fixed Pay (A)	1,150,000
Gratuity ³ (B)	27,658
Employer Cont to PF (C)	69,000
Medical Insurance (D)	3,999
Cost to the Company (A+B+C+D)	1,250,657
Annual Performance Bonus Target of Gross Fixed Pay (A):	10%
One-Time Cash Components	
Sign-on Bonus	INR ₹160,000.00
Retention Bonus	INR ₹200,000.00
Silicon Labs New Hire RSU Grant Value⁴	\$\$7,500.00

1. Silicon Labs' current payroll process is to disburse salary on or before the 26th every month to

your respective bank account shared during on-boarding.

2. Your compensation may be reviewed from time-to-time during your employment with Silicon Labs.

3. Gratuity amount will accrue annually and vest after completion of 5 years of continuous service with Silicon Labs. Vested gratuity will be paid at the time of separation or retirement from Silicon Labs. Any paid amounts exceeding the exemptible amount permitted under the provisions of the Payment of Gratuity Act, 1972 will be taxable as per local law. Unvested gratuity is forfeited at separation of employment.

4. The RSU Award shall vest over a four (4) year period with ¼th vesting on the first anniversary of the vesting start date and a further ¼ vesting per year over the following three (3) years.

Other Benefits:

You will be entitled for Group Medclaim Policy as per Silicon Labs' terms and conditions.

Company Leave: You will receive a total 18 days of Annual Leaves, 10 Casual leaves and 14 Sick Leaves, calculated on a pro-rata basis based on the number of days actually worked during the calendar year. Leave can be taken in accordance with any applicable laws and the Company's leave policy.

No more than 18 days' accrued but unused Annual Leave may be carried forward to the following year. Casual leaves and sick leaves may not be carried forward to the following year.

In addition to the above, the Employee will be entitled to all declared public holidays each year along with any other days as may be specifically prescribed by the Company.

Maternity Leave: Eligible female employees who are pregnant and have worked for Silicon Labs for a minimum of eighty working days in the twelve months preceding the expected delivery date will be eligible for twenty-six weeks of maternity leave; of which not more than eight weeks should precede the expected delivery date. Such maternity leave is only applicable to the first two children. In the event of her third child, such maternity leave will only be up to twelve weeks, of which not more than six weeks shall precede the expected delivery date.

SILABS INDIA PRIVATE LIMITED
(Formerly known as Swarushi Technologies India Private Limited)

(A Silicon Labs Company)

Salarpuria Sattva Knowledge City, Octave Building,
2nd & 3rd Floor, Unit 03-(Part), Parcel-4, Survey No. 83/1, Plot No 2, Serilingampally Mandal,
Raidurgam Village, Ranga Reddy Dist: Hyderabad, Telangana – 500081 | Ph: +40 69031000

Email: Info-hyd@silabs.com Website: www.silabs.com

CIN: U72900TG2020PTC139507



Private and Confidential

April 20, 2023

Sai Bharadwaj V S Munjuluru

Dear Sai,

We take great pleasure in offering you an opportunity for full-time employment position with Synopsys India ("Synopsys India" or the "Company"), in the position of **Solutions Engineer, I in Job Grade 64**

Please refer to the following attachments:

Annexure I: Target employment cost

Annexure II: Summary of currently applicable benefits

Annexure III: Terms and conditions of employment with Synopsys India

The validity of this offer is contingent to your Medical Fitness and the Company verifying accuracy of the information provided by you. In this regard, you authorize the Company (by signing a copy of this letter to appoint an agency of its choice to conduct such verification) to investigate your references, work records, education and other matters pertaining to your employment, at any time during your tenure.

Please acknowledge the acceptance of the conditional offer by signing the duplicate copy and handing it over to us. This offer is valid only up till **April 23, 2023** and shall automatically lapse and considered as withdrawn / revoked unless we receive your acceptance by such date. We look forward to you having a long and fruitful relationship with Synopsys.

Please note that the validity of this offer is subject to you returning the enclosed application blank, duly filled, and providing your acceptance of this offer in the space provided below. An appointment letter will be issued on the date of joining, subject to receipt of the filled-in Application Blank and photocopies of the first two and the last two pages of your Passport, at least 7 days before the intended start date at Synopsys India.

In case you have any questions or would like to discuss the terms and/or conditions of this offer, please feel free to get in touch with me.

Sincerely,

DocuSigned by:

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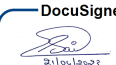
Ramachandran, Asha (rasha-IN-PEOPLE)



Please note that as per Synopsys India policy, the terms of the offer (compensation details & the job grade) is strictly private and confidential. Breach of this policy in any form (to employees within Synopsys or to anyone outside the organization) would disqualify your candidature and eventually employment with the organization.

Acceptance:

I, **Sai Bharadwaj V S Munjuluru**, hereby accept the conditional offer of employment with Synopsys India and agree to the terms and conditions of this letter and the annexures hereto.

DocuSigned by:

Signature: C085C50D86004AE...

Name: Sai Bharadwaj V S Munjuluru



Annexure I

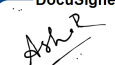
Name	Sai Bharadwaj V S Munjuluru		
Business Group	EDAG		
Grade	64		
Designation	Solutions Engineer, I		
	Monthly	Annual	
Basic	43,333	5,20,000	
HRA	21,667	2,60,000	
FBP	38,133	4,57,600	
PF (Employer Part)	5,200	62,400	12% of basic
Annual Base Salary (A)	1,08,333	13,00,000	
CIP @ 8% (B)		1,04,000	
TCOMP (A+B)		14,04,000	

Benefits			
Gratuity		43,333	1 month basic
Lunch & Snacks		31,000	
Mediclaime Hospitalization Ins, P.A cover, Group Life ins cover.		34,750	
Interest free loan Subsidy		19,000	Approx
Earn Leave Encashment		73,864	Encashed on separation
Wellness Program		15,000	
ESPP Returns		31,590	15% discount
Total Benefits		2,48,537	

All payments and benefits shall be subject to tax to be deducted at source by Synopsys India. In case of any shortfall in tax withholding, you shall be responsible to pay the differential amounts. Synopsys India reserves the right to revise salary and/or your compensation structure from time to time. In addition, Synopsys India reserves the right to increase the amount of contributions / deductions (including provident fund contributions), as required by applicable law, in which the salary / Target Employee Cost components shall be reduced proportionately.

** Subject to the terms of the variable compensation plan. Please note that the amount is payable at the sole discretion of the Company and subject to achievement of the parameters as laid down in the variable compensation plan.

*** This is only an estimated valuation of the some of the currently applicable benefits. The amounts indicated are the costs that the Company is likely to incur in relation to each benefit, and may not be payable by the Company to you. It is further clarified that the benefits do not form part of the employee's salary / compensation and accordingly cannot be claimed by an employee. Please refer to **Annexure II** (read along with relevant Company policy) for more information on some of the benefits listed herein.

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Regd. Office : 5th Floor, Tower 'A', RMZ Infinity, Municipal # 3, Old Madras Road, Benniganahalli, Bangalore - 560 016, India.
 Phone : +91-80-40188000, Fax : +91-80-30523800



Annexure II


Currently Applicable Benefit Summary Sheet

<u>BASE PAY</u>	Annual Fixed compensation
Basic Salary	40% of Base Pay (Grade <=66) 50% of Base Pay (Grade >=67)
House Rent Allowance (HRA)	50% of Basic Salary
Flexible Benefit Plan (FBP)	Remainder of the Base Pay (excluding Basic, HRA & Employers PF)
Provident Fund (Employer contributions) (PF)	<p>12% of Basic Salary</p> <p>** Contribution to the Provident Fund is mandatory as per the Employees' Provident Fund & Miscellaneous Provisions Act, 1952 ("PF Act") for all employees who draw monthly basic salary of up to INR 15000/- (or such increased limit as per law) OR have been members of the PF program as per PF Act in the past. As per law, both the employer and employee are expected to make an equal contribution to the PF. Currently the PF deductions are at 12% of monthly Basic Salary. Since this is a two way contribution, figure mentioned in the calculations captured above is the Company's contribution to the PF only. Your contribution, an equal amount, will be deducted from your earning on a monthly basis in addition to the Company's contribution. Both, the employer's and employees' contribution is deposited with the PF authorities on or before 7th of every month.</p> <p>For employees who have not been a member of the PF scheme as per PF Act in the past employment history AND earn more than INR 15000/- (or such increased limit as per law) per month, the PF contribution is optional. They can exercise their option with respect to participation in the program, as per PF Act. Options are as follows:</p> <ul style="list-style-type: none"> • Stay out of the purview of the PF Act. • Participation in PF scheme with a ceiling of INR 15000/- (or such increased limit as per law) Basic Salary per month. So any amount in excess of INR 15000/- (or such increased limit as per law) Basic Salary per month will NOT be subjected to PF contribution • Participation in PF scheme without any ceiling. So participate by making PF contributions against entire Basic Salary drawn per month. <p>The above options are not available to 'international workers' (as per PF Act) since their PF contributions are required to be in compliance with applicable law. In such cases, the above compensation table shall be updated by the Company to reflect higher PF contributions by reducing certain amounts from your Flexible Benefit Plan.</p>
<u>VARIABLE COMPENSATION PLAN</u>	You shall be eligible to participate in the variable compensation plan formulated by the Company. Subject to achievement of the parameters as indicated in such Plan, your incentive eligibility shall be a certain percentage of your Annual Base (as per Annexure I). Details of the variable compensation plan shall be made available to you after joining the Company.
<u>BENEFITS</u>	
Gratuity	<p>Gratuity in accordance with the provisions of the Payment of Gratuity Act, 1972. As per the Gratuity Act, gratuity is payable to employees only on the completion of continuous service of at least 5 years with the Company, and is computed at the rate of 15 days basic salary for every completed year of service, subject to the limit prescribed by law. As per the Gratuity Act, employees shall not be eligible to receiving any gratuity if the duration of the continuous service is less than 5 years.</p> <p>However, Synopsys India has considered its obligations under the Gratuity Act and modified its policy to be more beneficial to employees. As per the Company's policy, an employee's entitlement to gratuity shall be as follows: On completion of 3rd year @15 days of the Basic salary, @22 days of Basic Salary for 4th year, @30 days of Basic Salary for =or> 5 years.</p>



Medical Insurance	Up to INR 300,000 for family inclusive of self, spouse, dependent parents OR Parents In-Law and 2 children.
Life Insurance	Employee only. Three times of Tcomp (Annual Base salary + Variable Incentive)
Personal Accident Insurance	Employee only. Three times of Tcomp (Annual Base salary + Variable Incentive)
Lunch & Snacks	Meal card worth 2200/- are provided monthly. Besides this refreshment and snacks available at in-house breakout areas without any charge.
Health Management Program	Company offers reimbursement of up to Rs. 15,000/- per annum to employees to pro-actively take care of their health & wellness. Please contact TeamHR for details.
<u>LEAVE PROGRAM</u>	
Statutory Holidays	10 days per annum
Sick Leave (SL)	A maximum of 15 days per annum
Casual Leave (CL)	A maximum of 10 days per annum
Privilege Leave (PL)	15 work days per annum (WITH A CAP as per state laws). Unused amounts can be encashed upon resignation or retirement per company policy.
Maternity leave	26 weeks
Paternity leave	10 work days
Bereavement leave	3 days
Employee Stock Purchase Program (ESPP)	ESPP is a benefit extended to all employees, to purchase Company's common stock at a discounted price of 15% on share value. Employees can contribute up to 15% of their eligible earnings. Please contact TeamHR for details.

- In addition, Synopsys India also offers Superannuation, National Pension Scheme and contribution to Voluntary Provident Fund.
- This information is only indicative in nature. Please refer to detailed policies for eligibility. This information cannot be used as a reference to avail benefits.

DocuSigned by:

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Annexure III

Terms and Conditions of Employment

1. RESPONSIBILITIES

Your primary responsibility will be as a **Solutions Engineer, I** in the **EDAG**. The Company reserves the right to change your role, position, department, reporting structure, duties and/or responsibilities from time to time. The Company also reserves the right to change your work / shift timings as the Company may deem appropriate. This may include working in night shifts and/or during weekends.

2. SUBMISSION OF DOCUMENTS

You will be required to submit the documents listed in Schedule A to the Human Resources Department on or before your first day of employment with the Company.

3. COMMENCEMENT OF EMPLOYMENT

15/05/2023

Should you accept our offer, your employment with the Company shall commence on _____, shall continue until terminated in accordance with the section 12 hereunder.

4. LOCATION

Your initial appointment and location of employment will be at the office of the Company located in **IN46 - Hyderabad** and thereafter at locations as may be required by the Company from time to time. You hereby provide your consent to the Company to relocate or change your work to another location, department, project, branch or affiliate, as the Company may deem fit and necessary from time to time. The Company may also require you to make visits and travel both within India and overseas, as may be necessary for the proper discharge of your duties.

5. PROBATION

You shall be on probation for a period of 6 months from the date of joining the Company, which period may be extended or reduced by the Company in writing at its sole discretion ("Probationary Period"). Upon successful completion of the Probationary Period, your employment with the Company shall automatically be deemed to have been confirmed unless the Company terminates your employment.

6. COMPENSATION

In consideration of the services and obligations to be rendered by you, as per the terms and conditions contained herein, you shall be eligible to receive an all-inclusive remuneration (on a cost-to-Company basis) as provided in **Annexure I**. Such remuneration shall be subject to all applicable statutory withholdings, contributions and deductions. The Company reserves the right to change the remuneration structure from time to time.

Additionally, you may be eligible to participate in the variable compensation plan, details of which may be provided to you upon joining.

If you are eligible, your variable compensation plan, shall include any statutory bonus. However, during the years in which you do not qualify to earn any payments under the variable compensation plan, you may be eligible to receive a minimum payment amount, which shall be equivalent to the minimum amount of statutory bonus.



If you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.

7. BENEFITS

- (a) To the extent you are eligible, you shall be entitled to participate in the Company sponsored / administered benefits programs, including hospitalization, life and personal accident insurance plans and contributory employee sponsored welfare fund in accordance with the terms and conditions of Synopsis India. Detailed information about employee insurance plans and employee sponsored welfare fund will be provided to you upon or after the commencement of your employment. All such benefits will be provided in accordance with, and will be governed by, the relevant formal plan document(s) or policy(ies). The Company reserves the right to unilaterally revise any part of the standard benefit package or to eliminate any benefit there under altogether at any time, with or without notice. You provide your consent to the Company to deduct appropriate sum from your payroll as your contribution to the employee sponsored welfare fund, as per Company policies.
- (b) As a full-time employee, you shall be entitled to leave as per Company policies as applicable from time to time. You shall also be eligible for the declared holidays as applicable to you based on your location.

8. DUTY OF LOYALTY

- (a) **Best Efforts:** You shall devote all of your skill, knowledge and working time to the conscientious performance of your duties and responsibilities towards the Company. You shall perform your duties with diligence, devotion and discretion. Since our offer is for a full-time employment position with the Company, while in the employment of the Company, you are not allowed to be employed in any other organization on a permanent, temporary or part time basis, to offer your services with or without consideration to any physical person, legal entity or public authority, or be occupied in your own business, without the prior written consent of the Company.
- (b) **Exclusivity of Service:** During your employment, you shall not undertake any other business or occupation or become a director, officer, employee, consultant, advisor, shareholder, partner, proprietor or agent (as the case may be) of any other company, firm or individual, without the prior written consent of the Company.
- (c) **Authority:** During your employment, you will not enter into any contract, agreement or arrangement with any person or entity that binds the Company or creates any liability or obligation (financial or otherwise) upon the Company, without obtaining a specific prior written permission from the Company. You shall also not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company.
- (d) **Disclosure of Conflict:** You are required to disclose to the Company, in writing, all of your business interests, if any, whether or not they are similar to or in conflict with the business(es) or activities of the Company and all circumstances, in respect of which there is or there might, in the future, be a conflict of interest between the Company and you. You agree to disclose fully to the Company in writing any such interests or circumstances which may arise during your employment immediately upon accruing of such interest or occurring of any such circumstances.
- (e) **Communication with Media:** You shall not communicate with the media or journalists in relation to the Company, its affiliates, or their business or activities, without the Company's prior permission.



- (f) **Representations & Covenants:** You represent to the Company that you have not appropriated any confidential, proprietary or trade secret information (including but not limited to written information, information contained in computer storage systems or information compiled or stored in any other manner) from any third party (including but not limited to any former employer), except as may have been expressly permitted in writing by such third party or its authorized representative. You covenant to the Company that you shall not appropriate any such information from any third party prior to joining the Company or at any time thereafter. You shall not disclose to the Company or its affiliates, or otherwise use during the course of your employment with the Company, any confidential, proprietary or trade secret information of any third party which you may possess, without such written permission.
- (g) **Defamation:** During the term of employment and at all times thereafter, you will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.

9. **CONFIDENTIAL INFORMATION AND INVENTIONS ASSIGNMENT AGREEMENT**

As a condition of your employment with the Company, on or prior to joining the Company, you will be required to sign and comply at all times with the provisions of, the Confidential Information and Inventions Assignment Agreement (“Agreement”), as provided in Schedule B. In the event of any conflict between the provisions of this Annexure III and the Agreement, the provisions of the Agreement shall prevail.

10. **COMPANY POLICIES, CODE OF CONDUCT AND COMPLIANCE WITH LAWS**

- a) You agree to observe and abide by all Synopsys India policies applicable and any other regulations, rules and policies, as amended from time to time by the Company, as well as any other regulations issued in the future by the Company. Please visit the following link for a copy of the current applicable policies: http://teamhr/ES/Pages/EmployeeServices_India.aspx . In addition, you agree to comply with the Company’s Standing Orders as may be applicable from time to time.
- b) Upon employment, you will sign and comply with the Synopsys Code of Ethics and Business Conduct, which is an integral and critical condition of your employment with the Company.
- c) Synopsys India may, in its sole discretion and unilaterally, amend the terms of your employment as contained in this offer letter, your compensation and benefits and any and all policies as may be applicable to you from time to time.

11. **DATA PRIVACY**

- a) You hereby explicitly and unambiguously consent to the collection, use and transfer of your personal data (including personal sensitive data) by and among members of the Company and its affiliates.
- b) You understand and accept that the Company or any affiliate may hold, retain, use and periodically transfer certain personal information about you, including, but not limited to, your name, home address and telephone number, date of birth, salary, nationality, job title, residency status for the purpose of implementation, administration and management of the employment and related purposes.



- c) You accept that the recipients may be located in India or any other country which may have different data privacy laws applicable.

12. EMPLOYMENT TERMINATION

- a) **Termination by either party during probation period:** During the probationary period, (i) should you wish to terminate your employment, you may do so by giving a fifteen (15) days notice in writing to the Company and (ii) the Company shall be entitled to terminate your employment immediately without giving you any notice or pay in lieu of notice.
- b) **Resignation:** After successful completion of your probation period, you may voluntarily resign or terminate your employment with the Company by giving the Company 60 days' notice in writing, unless otherwise mutually agreed. In case you have given a notice to resign or terminate your employment, the Company may, at its sole discretion, require you to (i) leave service at any time during the notice period without any salary in lieu of notice or pro-rated salary for the balance unexpired portion of the notice period and/or (ii) take your accrued but unused leave days during the notice period.
- c) **Termination by Company:** After confirmation of your employment with the Company, except as otherwise set forth herein, your employment may be terminated by the Company by giving you 60 days' notice in writing, or with immediate effect upon giving you salary in lieu of the notice or pro-rated salary for the balance notice period in case you have been permitted to work during the notice period.
- d) **Suspension or Termination for Misconduct:** Notwithstanding the aforesaid or anything else to the contrary, the Company may suspend, dismiss, discharge or terminate your employment with immediate effect by a notice in writing (without salary in lieu of notice), in the event of (i) fraudulent, dishonest or undisciplined conduct by you, (ii) you committing a breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's property, (iii) your insubordination or failure to comply with the directions given to you by persons so authorized, (iv) your insolvency or conviction for any offence involving moral turpitude, (v) your breach of any terms or conditions of your employment, the Agreement, the Company's policies or other documents or directions of the Company, (vi) you going on or abetting a strike in contravention of any law for the time being in force, (vii) you conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients or (viii) misconduct by you as provided under the labour laws, Company policies, and/or Standing Orders (if applicable).
- e) **Abandonment of Employment:** Absence for a continuous period of seven (7) days from work without prior written approval (including due to unapproved overstay of leave/ training), would be construed as your abandonment of employment and your service with the Company shall automatically cease.
- f) **Garden Leave:** The Company reserves the right to place you on garden leave at any time during your employment or notice period. You shall continue to be employed with the Company during the period of garden leave and the Company shall pay you salary and applicable benefits during such period of garden leave. During the garden leave period, the Company in its sole discretion may: (i) cease to vest in or assign to, you any powers or duties or to provide any work to you; (ii) change your duties in whatever way the Company decides is appropriate; (iii) require that you do not contact or communicate with any current, former or proposed clients, customers, employees, or vendors of the Company; (iv) exclude you from the premises of the Company; and/or (v) announce to employees, clients, customers, vendors, etc. of the Company that you have been given notice of termination or resigned (as the case may be). You hereby acknowledge and confirm to comply with any additional conditions laid down by the Company during the period of garden leave and accept that your duties of



confidentiality and good faith continue to apply, together with all of the duties and obligations towards the Company.

- g) **Return of Property and Separation and Release Agreement:** Upon termination of your employment with the Company, you shall forthwith return to the Company all the assets and property of the Company (including all IP and any leased properties), documents, files, books, papers, information, memos or any other property of the Company in your possession or under your control. Further, the Company may require you to sign a Separation and Release Agreement without any additional compensation. If any Letter of Authority or Power of Attorney is issued to you, you will undertake to return it on demand or on termination of your employment with the Company.
- h) **Retirement:** You will automatically retire from the Company on attaining the age of 60 (sixty) years. An extension may however, be given at the discretion of the Company

13. DISPUTE RESOLUTION

- a) The parties agree that at all times; all attempts shall be made to resolve all differences howsoever arising out of or in connection with your employment, by discussion. If within fifteen (15) days of the commencement of the discussions the dispute is not resolved the dispute shall be referred to arbitration, provided that:
 - (i) Arbitration shall be conducted in accordance with the provisions of the Indian Arbitration and Conciliation Act, 1996 (“ACA”);
 - (ii) There shall be one arbitrator appointed jointly by the parties, failing which the arbitrator shall be appointed as per the provisions of the ACA;
 - (iii) Until the arbitration proceedings are complete, parties shall not take their disputes to a Court of Law. All hearings shall be held in English and the seat and place of arbitration shall be in Bangalore.
- b) Notwithstanding the aforesaid provisions, in the event of any breach or apprehended breach of your employment provisions, the Company shall be entitled, in addition to all other remedies, to an injunction, whether interlocutory or preliminary, restraining any such breach, without recourse to arbitration.

14. GENERAL PROVISIONS

- a) **Successors and Assigns:** The terms and conditions of employment shall inure to the benefit of, and be binding on, you and the Company and our respective heirs, administrators, executors, representatives, successors and permitted assigns. The Company shall have the right to assign your employment to any affiliate or successor (whether direct or indirect, by purchase, amalgamation, arrangement, merger, consolidation or otherwise) to all or substantially all of the business and/or assets of the Company. You, by your signature hereto expressly consent to such assignment. You shall not assign or transfer, whether absolutely, by way of security or otherwise, all or any part of your rights or obligations as an employee of the Company .
- b) **Severability:** If any part of the terms and conditions of employment is found to be unlawful or otherwise unenforceable by any court of competent jurisdiction, that part will be severed from your terms and conditions of employment and the remainder will remain in full force and effect.



- c) **Governing Law and Jurisdiction:** Your employment with the Company shall be construed in accordance with the laws of India and subject to arbitration, the courts in Bangalore shall have exclusive jurisdiction in relation to any disputes.
- d) **Entire Agreement:** These terms and conditions of employment supersede all prior agreements, and constitutes the entire agreement between the Company and you with respect to your employment. Any and all previous agreements, written or oral, express or implied, between the Company and you, relating to your employment are superseded and replaced.
- a) **Modification of Agreement:** Any modification to the terms and conditions of employment must be in writing and signed by both you and the Company or it shall have no effect and shall be void.
- b) **Satisfaction of all Claims:** You agree to accept the pay in lieu of notice as described in Section 12 in full and final settlement of all amounts owing to you by the Company on termination, including any payment in lieu of notice of termination, and any other entitlement you may have under any applicable statute and any rights which you may have at common law and you hereby waive any claim to any other payments or benefits from the Company. In agreeing to the terms set out in this letter agreement, you specifically agree to execute a formal release document to that effect and will deliver upon request appropriate resignations from all offices and positions with the Company, if, as and when requested by the Company upon termination of your employment.
- c) **Salary Revision:** Your salary may be reviewed by the Company periodically as per the policy of the Company. Your increments. If any, in the grade are discretionary and will be subject to and on the basis of effective performance and results of the Company and yourself, besides overall economic factors.
- d) **Medical Fitness:** Your employment is subject to you being found fit at all times by a medical officer appointed / nominated by the Company. During the term of your employment with the Company, you are required to be medically fit to perform the services assigned to you from time to time. As to whether you are medically fit, is an issue which will be professionally determined by the Company and you shall be bound by such determination. You may accordingly be required to undergo periodical medical examination as and when intimated to you by the Company.
- e) **Conditionality:** As a condition of employment with the Company, you are required to:
- i. Complete Synopsis India Application for Employment; and
 - ii. Execute the Company's:
 - Code of Ethics and Business Conduct
 - Confidential Information and Inventions Assignment Agreement
- f) **Feedback and Reference Checks:** Please note that our offer for employment with the Company is conditional upon satisfactory feedback from your references and necessary background, academic, medical, credit/financial and criminal checks. Our offer is also contingent upon your full and complete disclosure to the Company of any and all agreements (non-competition, non-solicitation, employment, confidentiality or otherwise) with any prior employer, clients, principals, partners or others which in any way limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Company. The Company reserves the right to withdraw its offer of employment



without any obligation whatsoever; in the event that it determines or believes that any contractual or other obligation may materially limit your ability to engage in business activities for the Company.

- g) **Confidentiality:** The terms and conditions of your employment, including the details of compensation & the job grade, is strictly private and confidential. Breach of this confidentiality obligation in any form (by way of disclosure to employees of Synopsys India or to anyone outside the Company) will be a deemed misconduct and may lead to disciplinary action including termination of your employment.

DocuSigned by:

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Schedule A

List of documents / information to be submitted by the individual to the Company prior to joining:

1. Original Relieving Letter from all your previous employer(s)
2. Original Experience Letter from all your previous employer(s)
3. Copy of your most recent passport
4. Originals of professional qualification certificates
5. Copy of educational mark sheets for 10th, 12th, graduation (all semesters), post-graduation if applicable (all semesters)
6. Copy of 10th, 12th pass certificates and degree certificates for graduation, post-graduation (if applicable).
7. Copy of most-recent pay slip issued by existing / previous employer
8. Details of your existing provident fund account number, if any
9. Cancelled cheque as KYC for Provident Fund Form having the name, account number and IFSC code as will be mentioned in the Employee Provident Fund form
10. Copy of Self Attested Permanent Account Number (PAN) card
11. 4 recent passport-sized photographs
12. 1 Passport size photograph each of maximum 5 dependents who are included in the Medclaim policy of the company (E.g. Parents, children, Spouse, and siblings up to the age of 25 years)
13. Proof of address
14. Resignation acceptance from your previous employer
15. Proof of Age
16. Marriage Certificate (if married)
17. Form 16 of the current year or statement of computation of income tax, as issued by your previous employer.
18. Copy of Self Attested Aadhar Card



April 20, 2023

Sai Bharadwaj V S Munjuluru

Subject: Joining Bonus

This is with reference to our offer of employment dated **April 20, 2023**.

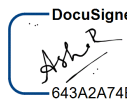
As a part of our offer, we are extending a sign on bonus of **INR 3,00,000/-** subject to applicable taxes and deductions.

On joining you will be paid 100% amount upfront. Your receipt of sign on bonus is subject to the following conditions:

- If you resign or are terminated for a Cause prior to completion of **24 Months** from the date of hire, you will be required to repay the full bonus amount received, to the company.
- The offer of this Bonus and your undertaking of performance to satisfy the conditions necessary to receive the Bonus do not alter the nature of your at-will employment relationship with the Company, and either you or Synopsis may terminate your employment at any time for any reason with or without notice.

Your signature below acknowledges this condition and signifies acceptance of these terms.

Wishing you all the best,

DocuSigned by:

643A2A74BDBE46A...

Ramachandran, Asha (rasha-IN-PEOPLE)

Date of acceptance: April 20, 2023 | 10:49:30 PM PDT

Signature: 
C985C59D86004AE

Name: **Sai Bharadwaj V S Munjuluru**



Schedule B

Copy of Confidential Information and Inventions Assignment Agreement

The following confirms an agreement between me and Synopsys in India (Synopsys India), on behalf of itself and its affiliates and group entities (hereinafter the "Company"), which is a material part of the consideration for and a condition of my employment by Synopsys India (the "Agreement"). Hereinafter Synopsys India or I may sometimes be referred to singularly as a "Party" or collectively as the "Parties."

1. **Proprietary Information.** I recognize that the Company is engaged in a continuous program of research, development and production respecting its business, present and future, including confidential fields generally related to its business, and that the Company possesses and continues to possess proprietary and/or confidential information that has been created, discovered, developed or otherwise become known to the Company (including, without limitation, information created, discovered or developed by, or made known to, me during the period of or arising out of my employment by Synopsys India) and/or in which property rights have been assigned, licensed or otherwise conveyed to the Company, which information has commercial value in the business in which the Company is engaged in part based on it being kept confidential. All of the aforementioned information is hereinafter called "Proprietary Information" By way of illustration, but not limitation, Proprietary Information includes trade secrets, algorithms, processes, data, know-how, computer software in both source and object form, interfaces, data structures, improvements, inventions, works of authorship, techniques, marketing plans, strategies, forecasts and customer lists.

2. **Relationship of Trust.** I understand that my employment creates a relationship of confidence and trust between me and Synopsys India with respect to any confidential information:
 - (i) applicable to the business of the Company; or
 - (ii) applicable to the business of any client or customer of the Company, which may be made known to me by the Company or by any client or customer of the Company, or learned by me during the period of my employment.

3. **Covenants.** In consideration of my employment by Synopsys India and the compensation received by me from the Company from time to time, I hereby agree as follows:
 - A. **Ownership; Duty of Non-Disclosure.** All Proprietary Information shall be the sole property of the Company, and Synopsys India and/or its affiliates or group entities, as the case may be, shall be sole owner of all patents, copyrights and other rights in connection therewith. I hereby assign to Synopsys India any rights I may have or acquire in such Proprietary Information. At all times, both during my employment by Synopsys India and after its termination, I will keep in confidence and trust all Proprietary Information or confidential information belonging to a third party entrusted to the Company, and I will not use or disclose such Proprietary Information or third-party confidential information or anything relating to it without the written consent of Synopsys India, except as may be necessary in the ordinary course of performing my duties in good faith for Synopsys India in furtherance of the Company's business and in accordance with Company policies.

 - B. **Ownership; Return of Property.** All documents, records, apparatus, equipment and other physical property, whether or not pertaining to Proprietary Information, as well as intangible property, furnished to me by the Company or produced by me or others in connection with my employment shall be and remain the sole property of the Company and shall be returned to Synopsys India immediately as and when requested by Synopsys India. Even if Synopsys India does not so request, I shall return and deliver all such property upon



termination of my employment by me or Synopsys India for any reason and I will not take with me any such property or any reproduction of such property upon such termination.

- C. **Disclosure of Inventions.** I will promptly disclose to Synopsys India, or any persons designated by it, all inventions, works of authorship, processes, techniques, know-how, formulae, data, ideas, improvements and other information (including, without limitation, algorithms, interfaces, data structures or software, whether in source or object form) made or conceived or reduced to practice or learned by me, either alone or jointly with others, during the term of my employment, whether or not in the course of my employment and whether or not patentable, copyrightable or protectable as trade secrets (collectively, the "Inventions").
- D. **Assignment of Rights and Interest.** I acknowledge and agree that any copyrightable works prepared by me within the scope of my employment are "works for hire" under the Copyright Act of 1976 of the USA and that Synopsys India will be considered the author and owner of such copyrightable works. I agree that all Inventions that (i) are developed using equipment, supplies, facilities or trade secrets of the Company, (ii) result from work performed by me for Synopsys India, or (iii) relate to the Company's business or actual or demonstrably anticipated research and development (the "Assigned Inventions"), will be the sole and exclusive property of the Company. In consideration of my employment with Synopsys India, I agree to assign, and do hereby irrevocably, unconditionally and in perpetuity assign, any and all rights I may have or acquire in the Assigned Inventions to Synopsys India. In addition to the foregoing assignment of Assigned Inventions to Synopsys India, I agree to assign, and do hereby irrevocably transfer and assign, to Synopsys India: (i) all worldwide patents, patent applications, copyrights, mask works, trade secrets and other intellectual property rights, including but not limited to rights in databases, in any Assigned Inventions, along with any registrations of or applications to register such rights; and (ii) any and all "Moral Rights" (as defined below) that I may have in or with respect to any Assigned Inventions. I also hereby forever waive and agree never to assert any and all Moral Rights I may have in or with respect to any Assigned Inventions, even after termination of my work on behalf of Synopsys India. "Moral Rights" mean any rights to claim authorship of or credit on an Assigned Inventions, to object to or prevent the modification or destruction of any Assigned Inventions, or to withdraw from circulation or control the publication or distribution of any Assigned Inventions, and any similar right, existing under judicial or statutory law of any country or subdivision thereof in the world, or under any treaty, regardless of whether or not such right is denominated or generally referred to as a "moral right."
- E. **Assistance.** I agree to perform all acts deemed necessary or desirable by Synopsys India to permit and assist it, at Synopsys India's expense, in obtaining, maintaining and enforcing patents, copyrights, mask work rights, trade secret rights, and other legal protections with respect to the Assigned Inventions and/or other Inventions I may at any time assign to Synopsys India in any and all countries. Such acts may include, but are not limited, to, execution of documents and assistance or cooperation in legal proceedings or to perfect title in Synopsys India, its nominee or assigns. My obligations under this paragraph will continue beyond the termination of my employment with Synopsys India, provided that Synopsys India will compensate me at a reasonable rate after such termination for time or expenses actually spent by me at Synopsys India's request on such assistance. I hereby irrevocably designate and appoint Synopsys India and its duly authorized officers and agents as my agents and attorneys-in-fact to act for and on my behalf and instead of me, to execute and file any applications or related filings and to do all other lawfully permitted acts to further the prosecution, maintenance and enforcement, issuance of patents, copyrights, trade secret rights,



rights with respect to mask works or other rights thereon with the same legal force and effect as if executed by me.


- F. **Prior Inventions.** I have attached as Appendix A to this Agreement, a list describing all inventions, works of authorship, processes, services, concepts, techniques, know-how, formulae, data, ideas, improvements and other information (including, without limitation, algorithms, interfaces, data structures or software, whether in source or object form) made, conceived, or reduced to practice or learned by me, either alone or jointly with others, which belong to me, which relate in any way to the Company's proposed business, products or research and development, and which are not assigned to the Company (the "Prior Inventions"). If no such list is attached, I represent that no Prior Inventions exist. I further agree that, if I use in the scope of my employment, or incorporate in any product or service of the Company any Prior Inventions that I hereby grant the Company a nonexclusive, royalty-free, perpetual, irrevocable, assignable, worldwide license to make, have made, import, sell, modify and create works based on, use, copy, distribute, import, and perform or display such Prior Inventions for any purpose and to sublicense third parties with the same rights.
- G. **Efforts; Duty Not to Compete.** I understand that my employment with Synopsys India requires my undivided attention and effort. As a result, during my employment, I will not, without Synopsys India's express written consent, engage in any other employment or business that (i) directly competes with the current or future business of the Company; (ii) uses any Company information, equipment, supplies, facilities or materials; or (iii) otherwise conflicts with the Company's business interest or causes a disruption of its operations.
- H. **No Solicitation of Employees.** During my employment with Synopsys India and for one (1) year following the termination of my employment, I shall not, either directly or indirectly, solicit or in any way encourage any employee of the Company to leave his or her employment with the Company for any reason or to devote less than all of his or her efforts to the affairs of the Company, or to otherwise engage in any activity calculated to have such a result.
- I. **Non-Solicitation of Suppliers/Customers.** During and after the termination of my employment with Synopsys India, I will not directly or indirectly solicit or otherwise take away customers or suppliers of the Company if, in so doing, I use or disclose any trade secrets or proprietary or confidential information of the Company. I agree that the non-public names and addresses of the Company's customers and suppliers, and all other confidential information related to them, including their buying and selling habits and special needs, created or obtained by me during my employment, constitute trade secrets or proprietary or confidential information of the Company.
- J. **No Breach of Prior Obligations.** I represent that my performance of all the terms of this Agreement will not breach any invention assignment, proprietary information, confidentiality or similar agreement with any former employer or other party. I have not entered into, and I agree I will not enter into, any agreement, either written or oral, in conflict herewith. I further represent that execution of this Agreement, my employment with Synopsys India and my performance of my proposed duties to Synopsys India in the development of its business will not violate any obligations I may have to my former employer. I represent that I will not bring with me to Synopsys India or use in the performance of my duties for Synopsys India any documents, materials, or intangibles of a former employer or third party that are not generally available to the public or have not been legally transferred to the Company.



4. **Equitable Remedies.** I also understand that any breach of this Agreement related to the ownership or improper use, disclosure or misappropriation of a Party's proprietary, confidential or trade secret information, or inventions (including but not limited to the Proprietary Information defined above) will cause irreparable harm to the injured Party for which damages would not be an adequate remedy, and, therefore, the injured Party will be entitled to specific performance or other injunctive relief with respect thereto in addition to any other remedies and without any requirement to post bond.
5. **No Expectation of Privacy in Electronic Resources or Workspaces.** I acknowledge that I have no right of personal privacy with respect to the Company's electronic resources, which include but are not limited to all networking, computing, telephonic and other electronic systems to which I may be given access in connection with my employment, nor do I have any right of personal privacy in any workspace within Synopsys India's facilities. This means that Synopsys India can access, monitor or search any such electronic resource or workspace at any time, with or without notice.
6. **Dispute Resolution**
 - A. The Parties agree that at all times, all attempts shall be made to resolve all differences howsoever arising out of or in connection with your employment, by discussion. If within fifteen (15) days of the commencement of the discussions the dispute is not resolved the dispute shall be referred to arbitration, provided that:
 - (i) Arbitration shall be conducted in accordance with the provisions of the Indian Arbitration and Conciliation Act, 1996 ("ACA");
 - (ii) There shall be one arbitrator appointed jointly by the Parties within 30 days of the dispute, failing which the arbitrator shall be appointed as per the provisions of the ACA;
 - (iii) All hearings shall be held in Bangalore and the language of the arbitration shall be in English.
 - B. I hereby agree to sign such additional documents or forms as may be required by Synopsys India (including under applicable law) in relation to reference of the dispute to arbitration.
 - C. Notwithstanding the aforesaid provisions, in the event of any breach or apprehended breach of employment provisions, Synopsys India shall be entitled, in addition to all other remedies, to approach a court of law for any interim relief or injunction, whether interlocutory or preliminary, restraining any such breach, without recourse to arbitration.
7. **Heirs and Successors.** This Agreement shall be binding upon me, my heirs, executors, assigns and administrators and shall inure to the benefit of Synopsys India, its successors and assigns. Synopsys India may assign any of its rights and obligations under this Agreement. I may not assign, whether voluntarily or by operation of law, any of my rights and obligations under this Agreement, except with Synopsys India's prior written consent.
8. **Waiver.** I understand and agree that no waiver of any provision of this Agreement shall be of any force or effect unless made pursuant to a writing executed by the Company's General Counsel.
9. **Severability.** If for any reason a court of competent jurisdiction finds any provision of this Agreement, or portion thereof, to be unenforceable, that provision of the Agreement will be enforced to the maximum extent permissible so as to effect the intent of the Parties, and the remainder of this Agreement will continue in full force and effect.
10. **Choice of Law.** This Agreement shall be governed by and construed in accordance with the laws of India.



11. **Entire Agreement; Modification.** This Agreement reflects the full and final agreement regarding its subject matter and there are no other agreements on these subjects. This Agreement supersedes any prior agreements, written or oral, regarding these subjects. This Agreement may be modified only by a written agreement signed by me and an authorized representative of Synopsys India.
12. **Acknowledgment of Voluntary Agreement.** By signing below, I acknowledge that I have carefully read and understand this Agreement and enter into it voluntarily and free from any duress or coercion.
13. **Effective Date.** This Agreement shall be effective as of the first day of my employment by Synopsys India.

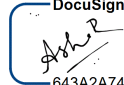
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Candidate Signature:

Print Name: Sai Bharadwaj V S Munjuluru

Date: April 20, 2023 | 10:49:30 PM PDT

On behalf of Synopsys India:

Signature 
DocuSigned by:
643A2A74BDBE46A...

Print Name: Ramachandran, Asha (rasha-IN-PEOPLE)

Title:




APPENDIX A TO AGREEMENT

LIST OF PRIOR INVENTIONS AND/OR ORIGINAL WORKS OF AUTHORSHIP

<i>Title</i>	<i>Date</i>	<i>Identifying Number and Brief Description</i>

___ No Inventions or Original Works of Authorship

___ **Additional Sheets Attached**

DocuSigned by:

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Ref: 3

Date: September 29, 2022

Mr. K Sai Kumar Reddy
RoadNo:4,, Hno:5-9-231/245 Employees Colony, Yapral
Secunderabad, Telangana.

Provisional offer of Employment

Dear **K Sai**,

It gives us immense pleasure in inviting you to join ValueLabs as one of its valuable members. We believe that organizations grow and flourish, fueled by the enthusiasm and energy of the people who are willing to invest in to the future. We are happy that you are one such employee joining us in our effort to create a truly global corporation.

You have been offered for the “**Software Developer**” profile and will be designated as “**Software Engineer Specialist**” at band “S1” and your position will carry the following structure of compensation value:

- a) Year 1: You will join us at CTC of **INR 8,00,000 (6,00,000 (fixed) + INR 2,00,000 (variable)) (INR Eight lakh only (INR Six lakh (fixed) + Two lakh (variable))** per annum
- b) Year 2: Your CTC will be revised to **INR 9,00,000 (7,00,000 (fixed) + INR 2,00,000 (variable)) (INR Nine lakh only (INR Seven lakh (fixed) + Two lakh (variable))** per annum
- c) Year 3: Your CTC will be revised to **INR 10,00,000 (8,00,000 (fixed) + INR 2,00,000 (variable)) (INR Ten lakh only (INR Eight lakh (fixed) + Two lakh (variable))** per annum
- d) Thereafter, you will continue to receive bi-annual appraisals as per company standards

The total salary being paid by the company shall include all elements/components of Gross compensation package, given in any form i.e. in cash or kind. We will give you the break-up of salary separately at the time of joining.

Your designated date of joining would be **July 15, 2023** request you to send the acceptance within two working days from receiving the offer.

Please note that this offer and your employment at ValueLabs shall be contingent upon satisfactory references and background checks that may be conducted at any time from the date of this offer and shall include but is not limited to education, employment history, etc.

Your association and employment at ValueLabs will be governed by various employee-related policies and guidelines of the organization, as modified from time to time, and by the terms of the offer made in the letter, it will be also guided by the core values and beliefs of our organization. We are confident that you will contribute to the organization and its goals add value through your roles and strengthen ValueLabs.

The above-mentioned salary structure and the revisions contained therein are subject to the sole discretion of the organization, upon due evaluation and consideration of your conduct and performance as an employee.

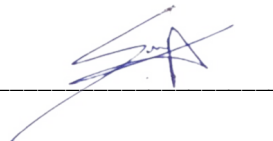
Yours sincerely,

for ValueLabs LLP,



Authorized Signatory

Accepted Signature: _____



ValueLabs LLP

Plot # 41, Hitech City, Phase 2, Madhapur, Hyderabad - 500081

Ph: +91-40-6623-9000 | Fax: +91-40-6623-9100 | www.valuelabs.com



Date: 05.06.2023

PROBATION LETTER

Dear Saikumar Vislavath,

We are pleased that you have chosen to accept our offer of employment as Inside Sales Specialist, and look forward to your first day of work on June 12, 2023. We believe you will find working at Rinex to be a rewarding experience.

Rinex uses a 2 months of probation time frame for new employees. This time frame lets you to assess your readiness for the position as well as allows us to determine your ability to do the job. You will be provided training and performance feedback during that time frame as a part of your on-boarding. During this period, you will be eligible for a stipend of INR 15,000/-

At the end of the probationary period, if we have confirmed that you are able to meet all job requirements, you will be eligible to receive all normal and customary benefits offered to regular full time employee.

We wish you great success in your new position.

Heera K
Human Resource
On behalf of Rinex Technologies

I, _____ have read and understood the probationary period.

Signature

Date:

BE YOURSELF, MAKE A DIFFERENCE.



Strictly Private and Confidential

Date: 04/21/2023

Sai Siddarth Vempati

C11906119

1-2-270/34/2/1, Nirmala Hospital road,Suryapet

9390218208

Dear **Sai Siddarth Vempati**,

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

Job Profile - Packaged App Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , which shall be completed, without any delay or extension, within the course timeline as prescribed by the college/institution/university, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 11.0 Apr-2023

1

Candidate's Signature _____

Reference Id: 315a1c8b-a2be-4bf3-bb7d-3d5f5e5cee23_1
Signed By: MAHESH VASUDEO ZURALE

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

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

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

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

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

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

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

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

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

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

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

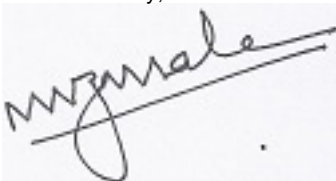
After accepting this Offer, we encourage you visit Countdown to the Company-

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

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

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

Yours sincerely,



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

ACKNOWLEDGED AND AGREED

Sai Siddarth Vempati

ANNEXURE I

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	3,83,000/-
(B) Individual Performance Bonus (IPB) earning potential (at maximum 8.5%)	32,500/-
Maximum Annual Total earning potential(A+B)	4,15,500/-
(C) Joining Bonus	
Joining Bonus (Refer to the section C)	INR 25,000/-
(D)# Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 6,400/-
Notional Insurance Premium paid by Company	INR 14,300/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)	INR 461200/-

(E)##Additional Discretionary Reimbursements	
One-time WFH Assistance reimbursement	INR 18,000/-
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

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

(A) Annual Fixed Compensation

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

TDS is deducted as applicable from your Income.

(B) Individual Performance Bonus (IPB)

You will be eligible to participate in the FY23 (September 2022 to August 2023) Individual Performance Bonus (IPB) Programme. Your

indicative pay-out can range from **0%** to **8.5%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C)Joining Bonus:

You would receive a discretionary joining bonus of INR **25,000/-** in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the first month's salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the full amount of joining bonus amount shall become payable by you and shall be repaid on termination of your employment/separation from the Company. You agree that any dues payable by you on termination/separation from the Company as aforesaid shall be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you agree to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frames set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Note: For International Worker Only*

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

Benefits applicable for current Company financial year:

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

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

1. Medical:

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

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

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

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

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

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

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

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

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

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

##(E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion. Currently, the discretionary WFH benefits as mentioned in Annexure 1 (E) are available for our people until August 31, 2023 as per the company guidelines, provided such employees have joined/onboarded with Accenture before August 31st 2023.

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

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

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

In case you are relocating from your current location to join Accenture, you would be eligible for relocation assistance. You are entitled to relocation assistance up to the maximum limit of INR 2500.00/-, to be reimbursed on actuals along with appropriate supporting bills towards the following:

- Travel expenses by air / train for employee, spouse, dependent parents and children from previous work location / place of residence to the joining location, including any conveyance expenses.
- Expenses towards movement of goods and household articles (including insurance) from previous work location / place of residence to the joining location.
- Expenses towards movement of one vehicle including Road Tax / Octroi.
- Brokerage charges for new residence at the joining location. Refundable deposits shall not be reimbursed.

You will be provided with transit accommodation for the first 14 days of your stay at your joining location. You will receive further updates regarding your relocation assistance, 30 days before Date of joining from the onboarding team.

All the expenses would have to be claimed as a one- time reimbursement. You would require approval from your People Advisor for the reimbursement. All permissible expenses should be claimed through the Time and Expense Reporting application <Expense type - Other Expense - Sub Type- Relocation Expenses (Domestic) - Relocation Type- New Joiner Relocation (NJR) > within 90 days of joining.

In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of one year of employment with the Company, the relocation amount will become payable by you and should be repaid on termination of your employment/separation from the Company. In the event, you fail to repay the relocation amount, and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs.

Any dues payable by you on termination/separation from the Company as aforesaid will be recovered/adjusted from your final settlement to the extent possible and if adjustments/set off are not possible, you will need to pay back to the Company the required amounts (part or full as the case may be) on or before your last working day or within a timeline as demanded by the Company. The same applies to any partial or shortfalls that needs to be recovered from you.

GST Clause:

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

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

General Tax:

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

ANNEXURE II

Mandatory documentation at the time of onboarding:

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

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

ANNEXURE IV - DECLARATION

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

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

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

ACKNOWLEDGED AND AGREED:

Sai Siddarth Vempati

Date:

Disclaimer

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Fwd: Update on Virtusa onboarding

1 message

saivamshi pampari <ugs19171_ece.saivamshi@cbit.ac.in>
To: dnagadevi_ece@cbit.ac.in

Sat, Nov 18, 2023 at 4:11 PM

----- Forwarded message -----

From: **GTP India** <GTP-India@virtusa.com>
Date: Thu, Aug 24, 2023, 14:22
Subject: Update on Virtusa onboarding
To: ugs19171_ece.saivamshi@cbit.ac.in <ugs19171_ece.saivamshi@cbit.ac.in>
Cc: placements@cbit.ac.in <placements@cbit.ac.in>

Dear Saivamshi,

Due to various factors, we would like to inform you that your Date of Joining has been decided to defer. We understand that this deferral may come as a surprise, but we believe it is in the best interest of all the stakeholders.

We understand that this deferral may cause some inconvenience, and we sincerely apologize for any inconvenience caused. We assure you that we are committed to make this transition period as smooth as possible for you.

We will get back to you during January 2024 with further update on your date of joining. Please note that your active participation in any training/events/activity etc conducted by Virtusa will be taken into consideration as may require.

In the meantime, we encourage you to take this opportunity to further prepare yourself for your role by engaging in self-development activities, exploring relevant industry trends, or acquiring any additional skills that you feel would be valuable.

Once again, we would like to express our appreciation for your understanding and flexibility in this matter.

Regards,

GTP India

"Virtusa is a worldwide provider of digital business strategy, digital engineering, and information technology (IT) services and solutions, serving Global 2000 companies across multiple industries. We help clients change, disrupt, and unlock new value with unmatched speed."

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Virtusa Internship Program - Reminder

1 message

<candidate@iamneo.ai>
To: sakethjoshi2001@gmail.com

Mon, 2 Jan 2023 at 7:57 am

Dear Candidates,

Greetings!!! Wishing you a very happy new year!!!

Welcome to Virtusa Internship.

We request you to work on your course assigned for the Virtusa internship program at the earliest.

If you have any platform issues, please write to us at candidate@iamneo.ai or use the chat bot available at the bottom right corner of the platform.

Use the guidelines attached if you have any queries.

Regrds,
Team iamneo
(Partners for Virtusa Internship)

Here is your email attachment

[Download](#)

Congratulations on your offer with Deloitte!

Recruiting at Deloitte <donotreply@deloitte.com>

Tue, 30 May 2023 at 2:04 PM

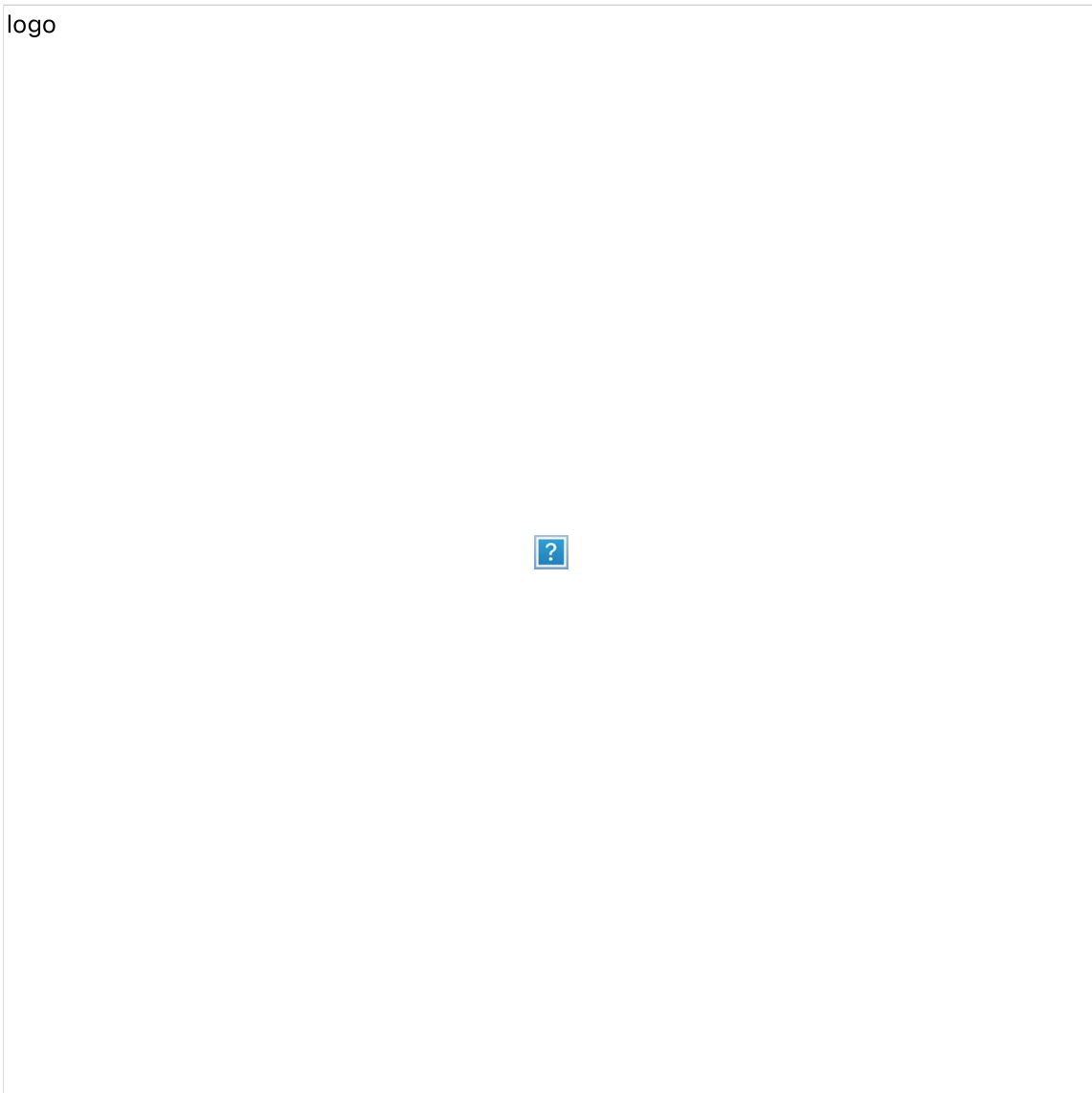
Reply to: <system.admin@avature.net>

To: <ugs19174_ece.sandeep@cbit.ac.in>



Deloitte India (Offices of the US)

logo



Dear Nagam,

Congratulations!

Welcome to the Deloitte family.

We are pleased to extend the Employment Offer to you.

Please formally accept/decline [this offer](#) within 3 days (three days).

Should you accept this offer, a separate link will be emailed to you to upload all mandatory documents for background verification.

Please do the needful within three days, failing which this offer maybe withdrawn at the sole discretion of the Deloitte India (Offices of the US).

This offer and your employment with Deloitte India (Offices of the US) are conditional upon the successful background investigation into matters relating to your suitability for employment by Deloitte India (Offices of the US), including, successful completion of your current graduation/ post-graduation program and the submission of your mark sheets and passing certificate on/ before your date of joining and prior employment (if any).

At Deloitte we believe we can be successful only when we help others succeed. As a leading professional services firm, we take pride in investing in our people's personal and professional aspirations.

Keeping this in mind we bring to you onboarding assistance services providing personalized guidance for your seamless transition into the organization.

- **Background Investigation** - Should you accept this offer, a separate link will be emailed to you to upload all mandatory documents for background verification. Please note, this form requires you to provide seven years of history including employment and residence information. Please ensure you gather the appropriate documentation to accurately complete the form with exact dates, addresses, etc. It is vitally important that you do not estimate any information submitted. Once you have accepted your offer, First Advantage will conduct a background investigation based on the information submitted. The background investigation process involves verifying the information you submitted. Any and all discrepancies will be flagged and reviewed. Please complete the Background Investigation Form within 24 hours of receiving the link.
- **New Hire Registry** - You will also receive an email from Deloitte directing you to the Talent on Demand portal asking you to complete the New Hire Registration. The New Hire Registration enables your information to be input into the Deloitte HR systems. You will be asked to verify the information populated from your employment application and correct any errors or omissions. In order to complete this step you will need to enter emergency contact names, phone numbers, and addresses as well as bank routing number for direct deposit.

Note:

- Should you have any questions, please contact your Deloitte recruiter.
- It is mandatory to e-sign the offer letter as a confirmation of your acceptance.

As of December 6, 2021, all personnel should be fully vaccinated against COVID-19 to access any Deloitte US India office facilities. "Fully vaccinated" is defined as 15 days after the administration of the second dose of the vaccine or as further defined by Central/State government protocols and guidelines. Employees who have personal circumstances that prevent them from complying with this policy may request flexibility.

Deloitte Consulting India Private Limited will periodically review our policy as the pandemic evolves and make any appropriate adjustments. Client vaccine requirements will determine whether personnel are eligible to work on-site at a client facility.

Regards
Deloitte India (Offices of the US)

logo



Get in touch



About Deloitte

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District Centre, Saket,
New Delhi – 110 017
Phone: 91-11- 46509000
Fax: 91-11-40574722
CIN: U74899DL1993PTC051764

Private & Confidential

19 May 2023

Md Tousif Ahmed

Dear Md Tousif,

We are pleased to offer you employment in the position of Associate Applications Developer with Oracle India Private Limited, IDC ("Oracle") Your base of operation is Hyderabad, India. This offer of employment is made based on India laws.

We offer you a starting compensation as detailed below payable over twelve (12) months. In addition, you will be eligible to participate in the standard compensation plan relevant to your role and line of business.

Components	Amount (INR) p.a
A. Basic salary	605,195.00
B. Flexible Benefit Plan (FBP) **	739,682.00
C. Annual Gross Pay AGP (A+B)	1,344,877.00
D. Company's contribution to PF	72,623.00
Total Gross (C+D)	1,417,500.00

In addition to the above you will be eligible for Gratuity benefit in accordance with the statutory provisions governing payment of Gratuity which may be applicable at the time.

** - Details of Flexible Benefit Plan is provided in the Annexure "*Employment Agreement & Employment Benefits*"

The Company may, at any time, review and/or restructure the Compensation Package.

Relocation Assistance:

If you accept your employment offer, Oracle has agreed to make a contribution of **INR 309,525.16** toward relocation costs under the JAPAC and India Relocation Program. Please note that this amount includes your relocation budget as well as estimated service or tax fees that may apply. The relocation policy is structured to provide flexibility based on your personal needs. You will be able to allocate your available funds toward relocation services up the maximum budget amount and within

the parameters of the Relocation Policy.

Oracle has partnered with SIRVA for relocation in Japan, APAC and India. Your manager will initiate your relocation with SIRVA after an Oracle purchase order has been created and approved. You will be contacted by SIRVA within 24 hours of your relocation authorization. If you are not contacted by SIRVA within a few days, please contact your Oracle manager to ensure s/he has completed the necessary steps to authorize your relocation.

Do not take any steps to initiate your own relocation prior to speaking to SIRVA. Doing so may result in a refusal to reimburse associated costs. SIRVA will review the Oracle JAPAC and India Relocation Policy and processes with you and help you manage the relocation budget. Before receiving any relocation assistance you will be required to sign and return a Relocation Agreement (provided and collected by SIRVA).

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement & Employment Benefits, Proprietary Agreement and Disclosure of interest. In addition to these terms and conditions stated in the above documents, there are other company policies and procedures which you agree to observe and follow during your employment with Oracle. These company policies and procedures may be varied from time to time.

This offer of employment is contingent upon no adverse information being obtained during reference checking with previous employers, approval of your employment / immigration pass application (if applicable) and upon satisfactory clearance of criminal check prior to commencement of employment. If you fail any of the above checks, validation or approval process, or do not cooperate or provide assistance in undergoing such checks, validation or approval process, this offer will immediately lapse without any claim against, or liability to Oracle.

This offer is made with the explicit understanding that you will pass the qualifying examination in the first attempt and that you will not have any arrears till the final examination. In the event that you do not satisfy any of the aforesaid conditions, the Company may withdraw its offer of employment and revoke the appointment at any time without compensation. Your on-board date will be at your Hiring Manager's discretion, and the Hiring Manager's decision will be final.

By accepting this offer you confirm that there are no contractual or other legal impediments which may prevent you commencing employment with the Company. Upon acceptance by you, this offer shall form the employment agreement between you and the Company.

On your day of commencement you will be required to sign in all pages including Employment Agreement for our records, a copy of the offer and the Proprietary Information Agreement.

The letter of offer is valid for two (2) weeks from the date hereof for conveying your acceptance and conditional on confirmation by you that you will commence employment on the date specified by your Manager Srikant Gollapudi (unless agreed otherwise by your Manager).

This offer will automatically lapse if not accepted within two (2) weeks from the date hereof.

We look forward to having you with us in our team.

Yours Sincerely,
For and on behalf of **Oracle India Private Limited, IDC**



Srihari Beldona
Group Vice President - Human Resources

OFFER LETTER ACCEPTANCE:

This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement & Employment Benefits and Proprietary Information Agreement. Those documents can be accessed via the hyperlinks and must be read prior to acceptance of this offer. You will also be required to complete a Disclosure of Interest form.

I acknowledge that I have read and understood the terms of this offer letter. I understand that as a pre-condition of my employment by Oracle, I will also be required to review and accept

- An [Employment Agreement](#) which, together with this offer letter, will constitute my formal contract of employment; and
- A separate [Proprietary Information Agreement](#).

In addition to the terms and conditions stated in the above documents, there are other company policies and procedures which I agree to observe and follow during my employment with Oracle. These company policies and procedures may be varied from time to time at Oracle's discretion.



ORACLE

The future starts now

Restricted Stock Grant Addendum

19 May 2023

Dear Md Tousif,

After you begin employment with Oracle, a request for approval will be submitted to the Board of Directors of Oracle Corporation submitted to grant you restricted stock units (RSUs) of Oracle Corporation common stock pursuant to the Oracle Corporation 2020 Equity Incentive Plan (the "Plan"), the number of which shall be calculated as follows:

\$20,000.00 USD divided by the closing sale price of one share of Oracle Corporation common stock as reported on the New York Stock Exchange on the RSU grant date, rounded up to the nearest whole share.

If approved, any RSU award will be issued according to the Plan under a written agreement and will be subject to qualification under all applicable securities regulations. As long as you remain continuously and actively employed by Oracle or its affiliates, you will receive 25% of the RSU shares per year, beginning one year after the RSU grant date. Please note that there is no guarantee that the value of the shares you receive if and when the RSU shares vest will be equal to \$20,000.00 USD, as the future value of Oracle's common stock is unknown, indeterminable, and may fluctuate between the date of this letter and the grant date, and between the grant date and the applicable vesting dates.

By accepting this offer, you agree to abide by the terms of the written RSU agreement and comply with Oracle Corporation's Insider Trading Policy. We recommend that you consult your personal tax advisor at your own expense regarding the tax implications of your participation in the Plan or if you have tax questions regarding your RSUs.

Oracle grants RSUs on the 5th day of the calendar month following the month of the grant approval or the month of your start date, whichever occurs later. You will be notified once your grant is available to view and accept, typically towards the end of the grant month.

Your participation in the Plan is entirely voluntary and the benefits that are afforded under the Plan do not form an employment contract with Oracle Corporation or its affiliates. The RSUs acquired under the Plan are not part of your salary or other remuneration for any purposes, including, in the event your employment is terminated (for any reason whatsoever), for purposes of computing payment during any notice period, payment in lieu of notice, severance pay, other termination compensation or any similar payments.



EMPLOYMENT AGREEMENT

15-NOVEMBER-2022

BETWEEN

AVEVA SOLUTIONS INDIA LLP

AND

NANDIKOLLA VENKATA SAI CHARAN

This employment agreement is entered at **Hyderabad/ Bangalore**, on **15-Nov-2022**

BY AND BETWEEN:

- (1) **AVEVA Solutions India LLP**, a company having its registered office at 2nd Floor, Salarpuria Touchstone, Sarjapur Outer Ring Road Bangalore – 560103 hereinafter referred to as the **Company** which expression shall, unless contrary to the context or meaning thereof be deemed to mean its successors in business and permitted assigns;

AND

- (2) **Nandikolla Venkata Sai Charan** a citizen of India, with address at Flat No 502, 5th floor, Murali Harmony, 13th street Shanthi Nagar, Satrampadu, Eluru, Andhrapradesh, 534006.

The Company and the Employee are collectively referred to as the **Parties** and individually as the **Party**.

1. APPOINTMENT

- 1.1 The Employee shall commence employment with the Company on **17-July-2023** as the **Graduate Trainee** at Job Level **B**.
- 1.2 The Employee shall be bound by the terms and conditions laid down in the Agreement. The Employee will report to **R&D Manager, Product Test**. The Employee's designation and reporting relationship may undergo a change from time to time as may be determined by the Company.
- 1.3 The employment is conditional upon completion of a background check of the Employee. Should any information provided by the Employee be determined as false, or material information has been withheld during the recruitment process, it will be considered a breach of the Agreement and the Company may then terminate employment without providing any notice or pay in lieu thereof.
- 1.4 The employment is further subject to the Employee maintaining his/her right to work in India (including any requirements under immigration laws).

2. PROBATION

- 2.1 The Employee will initially be on probation for a period of [6] months from the Effective Date. The confirmation of service with the Company is subject to the Employee's satisfactory performance during the period of probation. The Company reserves the right to (i) extend the period of probation and (ii) terminate employment at its sole discretion at any time during the probation period, without notice/ with 15 days' notice (or pay in lieu thereof) or such other notice as required under law.
- 2.2 The Employee will continue to be on probation, till the time he/she is given an order in writing, confirming his/her services.

3. PLACE OF WORK

- 3.1 The Employee's principal place of employment shall be at **Hyderabad/Bangalore** India. The Employee may be required to (i) relocate to other locations in India or abroad permanently or for a specific duration; and/or (ii) undertake such travel in and outside India, from time to time, as may be necessary in the interests of the Company's business.
- 3.2 If the Company believes that the nature of the Employees' duties and responsibilities are such that the Employee may work from home, the Company, in its discretion, may on a case to case basis, allow the Employee to work from home, for such period as the Company may deem fit. If the Company allows an Employee to work from home, the Employee would be responsible for ensuring that their home is a suitable and safe place of work.

4. DUTIES AND RESPONSIBILITIES

- 4.1 The Employee is required to carry out all duties that are normally associated with employment in the Company or for such Group Companies as the Company may direct. Group Companies for the purpose of this Agreement includes the Company, its subsidiaries or holding companies and any subsidiary of any holding company that may be formed from time to time. The Company reserves its right to assign such additional alternative duties to the Employee, as it may deem appropriate from time to time.
- 4.2 The Employee agrees to comply with the Company's decision should it consider it necessary or appropriate to change the Employee's job title, reporting relationships, job duties and responsibilities, the legal entity that employs the Employee and the jurisdiction where the Employee is expected to perform his/her duties (despite location of his/her residence) on the basis of the Employee's performance or the Company's business requirements. Any such change shall not be deemed to violate the terms of this Agreement or constitute any basis for constructive or involuntary termination of employment, provided that the Employee's base salary is not reduced and the Employee's other remuneration for services rendered to the Company is not substantially reduced.
- 4.3 During the subsistence of this Agreement, the Employee shall devote full working time, attention and energy to the performance of the duties assigned to him/her. The Employee shall not, whether directly or indirectly, be employed, engaged, concerned or interested in any manner whatsoever in any trade, business or profession other than the business of the Company or accept any appointment to any office (including directorships) whether for gain or otherwise without the written consent of the Company. Should the Employee receive written consent under this Clause to conduct any such external activity, he/she shall not utilize the assets, resources and time of the Company for such external activities.
- 4.4 The Employee shall, at all times, be subject to and bound by the policies, rules and regulations of the Company as may be updated from time to time or as may be brought to the notice of the Employee by the Company.
- 4.5 The Employee shall not have the right or the authority to make any representation, contract or commitment for or on behalf of the Company without obtaining the prior written permission of the Company in this regard. The Employee shall have no authority, implied or otherwise, to pledge the credit of the Company. In the event the Company is held liable for any damage, loss, claim or action arising directly or indirectly from any action of the

Employee in violation of this Clause, the Employee shall indemnify the Company to the maximum extent permissible under the laws for the time being in force in India.

4.6 The Employee shall at all times act faithfully, diligently, in good faith and in compliance with the laws.

5. WORKING HOURS

5.1 The Employee shall work **40** hours per week based 5 day working week. The normal working time is between 9 AM and 6 PM. However, the Company may at its discretion change the normal working time. If necessary, the Employee shall work such additional hours as may be necessary for the Employee to perform his/her duties effectively and otherwise in accordance with the Company's policies pertaining to the same, as per the laws of India.

6. COMPENSATION AND BENEFITS

6.1 In consideration of the services rendered by the Employee to the Company, the Employee is entitled to receive a gross annual salary of **INR 665000** (this includes Global Annual Bonus Plan and will be paid out as per Clause 6.4 of this contract) subject to deduction of tax at source. A detailed break-up of the salary, allowances and benefits is annexed as Annexure - 1 of this Agreement. The Employee will be solely liable for his/her personal tax liabilities and the Company makes no assurances that the remuneration has been structured in the most tax efficient manner or tax treatment applicable to certain emoluments, allowances or benefits will continue for the entire term of employment. The salary shall be paid in accordance with the Company's normal payroll practices. The breakdown of the salary may need to be revised from time to time in keeping with regulatory developments or otherwise, and the Company will not be liable for any additional tax liability the Employee may face due to such revisions.

6.2 The Employee's compensation will be reviewed periodically by the Company and any increase will be discretionary and subject to and on basis of effective performance and Company results during the period.

6.3 The Employee shall be eligible to be considered for performance-based bonuses, and/or other such schemes as may be applicable to the confirmed employees and under such terms and conditions as formulated by the Company from time to time.

6.4 GLOBAL ANNUAL BONUS PLAN

6.4.1 You are eligible to participate in the Global Annual Bonus Plan, the terms of which will be notified to you. Any bonus payment made to you under this plan shall be purely discretionary and shall be subject to the rules of the Global Annual Bonus Plan in force from time to time.

6.4.2 If the Employer pays you a bonus payment in one financial year, it shall not be obliged to make any bonus payments to you in subsequent financial years. The Employer reserves the right, at its absolute and sole discretion, to amend the terms of the scheme from time to time (and at least annually) or withdraw the scheme in its entirety.

- 6.4.3 No bonus will be payable if you have given or received notice (for any reason) or if you are no longer employed when the sum becomes due and payable.
- 6.4.4 Any bonus payment made to you shall not be pensionable nor shall it form part of your contractual remuneration.

7. LEAVE AND VACATION

- 7.1 The Employee shall be entitled to leave and holidays in accordance with the Company's policy as amended from time to time.

8. EXPENSES AND DEDUCTIONS

- 8.1 The Employee is authorized to incur reasonable and necessary expenses in business related travels, lodging and other expenses in the performance of his/her duties under this Agreement, provided such expenses are substantiated. The Company shall pay or reimburse such expenses to the extent the Employee submits vouchers or other documentation in accordance with the Company's policy. No personal expenses of the Employee shall be borne or reimbursed by the Company.
- 8.2 The Employee agrees and acknowledges that the Company may, subject to applicable laws, at any time during the term of employment or cessation thereof, deduct from the Employee's salary, or final settlement, any amounts owed by the Employee, including but not limited to, any outstanding loans, advances, overpayments or costs incurred by the Company due to any damage or loss to Company property, etc. caused by the Employee.

9. EMPLOYEE SURVEILLANCE

- 9.1 The Employee agrees and understands that the Company may use various modes to ensure that the internet, email facilities and other communication systems provided by the Company are used in an appropriate manner. These may include the scanning, reading, inspection, scrutiny of emails sent and received, and web sites visited or created by the Employee. The Employee acknowledges that he/she does not have any expectation of privacy when using the Company's resources. For the avoidance of doubt, and for the limited purpose of safeguarding the Company's confidential and proprietary information, the Company shall have the right to monitor and any personal e-mail or social media forum that may be accessible to the Employee from the Company including but not limited to Gmail, AOL, Hotmail, Yahoo, Facebook, Myspace, Twitter, etc.
- 9.2 The Company also reserves the right to monitor its employees using various security measures including but not limited to closed circuit television systems. These may be installed on the Company's premises overtly or covertly to ensure that the employees do not participate or propagate any activities which are or could be prejudicial to the Company's business interests or which could bring it into disrepute.

10. TERM AND TERMINATION OF EMPLOYMENT

10.1 Term

The Employee's employment with the Company will commence on the Effective Date and shall continue until terminated in accordance with this Clause.

- 10.1.1 Retirement age is 58 years for all employees. Any extension may, however be given at the sole discretion of the company to continue your services as an employee or as a retainer under contractual agreement.

10.2 Termination

(a) Termination with immediate effect:

Notwithstanding anything contained in this Agreement, the Company may terminate the employment contemplated under this Agreement at any time without notice or payment in lieu of notice, for cause including but not limited to:

- (i) inattention or negligence in the performance of duties and obligations under this Agreement;
- (ii) repeated failure to comply with lawful directions of the Company and its officers;
- (iii) breach of the terms of this Agreement and breach of representations and warranties contained herein;
- (iv) unethical business conduct;
- (v) breach of any statutory duty or for any act or omission adversely affecting the goodwill, reputation, credit, operations or business of the Company;
- (vi) habitual uninformed / unauthorised absence or unauthorised absence for a period exceeding [3] days will follow general absconding process;
- (vii) fraud, misappropriation or dishonesty in respect of the Company's property or business;
- (viii) commission of any act not in conformity with discipline or good behaviour or acceptance or offering of illegal gratification;
- (ix) any form of harassment, including sexual harassment while employed with the Company.
- (x) unauthorised disclosure of any confidential information of the Company; and
- (xi) Breach of any of the Company's policies.

(b) Voluntary Resignation:

The Employee may voluntarily resign from employment with the Company at any time on giving prior written notice of 90 days to the Company. The Company may at its sole discretion waive all or part of the notice or allow the Employee to pay in lieu of the notice. Any resignation would have to be accepted by the Company to become effective. Once accepted, the resignation cannot be withdrawn by the Employee without the express consent of the Company.

(c) Termination without Clause:

Notwithstanding anything to the contrary herein contained, the Company is entitled to terminate the employment under this Agreement at any time by giving the Employee 90 days' written notice or payment in lieu thereof.

(d) In the event of termination by the Company under Clause 10.2 (c) or in case of a resignation by the Employee as per Clause 10.2 (b), the Company may require the Employee to absent himself/herself from its premises on garden leave and not participate in the working of the Company during the unexpired portion of the notice period. During such garden leave the Company may require the Employee to have no contact with all or any of the Company's agents, employees, customers, clients, distributors and suppliers.

(e) Handover:

Upon the determination of this Agreement for any reason, the Employee shall immediately hand over responsibilities to such person nominated for that purpose by the Company and shall deliver to such person all such papers, documents, memoranda, notes, records such as may be contained in magnetic media or other forms of computes storage, video tapes (whether or not produced by the Employee) and any copies thereof, charge and credit cards and other property of the Company and the Group Companies as may be in his/her possession, custody, control or power, including but not limited to any phones, computers, vehicles, etc. provided by the Company. The Employee shall also produce a no-dues certificate from all applicable departments of the Company to this effect.

(f) The Employee agrees and accepts that any statutory or other 'last in, first out' rule or any modification thereof shall not apply in the event of termination of this Agreement for any reason whatsoever.

10.3 **CONFIDENTIALITY AND INTELLECTUAL PROPERTY**

The Employee agrees and undertakes that:

10.4 He/she shall not during the term of this Agreement or thereafter, divulge or make use of any trade secret or confidential information concerning the business of the Company and the Group Companies or any of their dealings, transactions and affairs or any information concerning any of their suppliers, agents, distributors or customers which he/she possesses or comes to possess while in the employment of the Company or which he/she may make or discover while in the service of the Company and that he/she shall also use his/her best endeavours to prevent any other person from doing so.

- 10.5 All data, documents, plans, drawings, photographs, reports, statements, correspondence, etc. and technical information, know-how and instructions as well as business details or commercial policies that pass to the Employee or which come to his/her knowledge shall be treated as confidential and he/she shall be bound to keep secret all such confidential matters including papers and documents, computer floppies, CDs or other media containing the same and shall not disclose, communicate, reproduce or distribute the same or copies thereof to anyone except in the course of the rightful discharge of his/her duties towards the Company.
- 10.6 He/she shall not at any time after the termination of this Agreement in any way make known or divulge to any person, firm or body corporate any of the methods, systems or other information of any kind in relation to the affairs of the Company or the Group Companies whether such information is or was acquired by the Employee before commencement of employment with the Company, in the course of employment hereunder or otherwise.
- 10.7 The Employee shall hand over to the Company or to any Group Company on demand and in any event on the termination of his/her employment (for whatever reason) all notes and records (both originals and copies) wherever located and whether on paper, computer disk, computer memory, smartphone, tablet, memory stick or other media, which contain any Confidential Information or which the Employee had made or acquired in the course of his/her employment.
- 10.8 The Employee shall on demand by the Company and in any event on the termination of his/her employment (howsoever caused) irretrievably delete any Confidential Information stored on any magnetic or optical disk or memory, including personal computer networks, personal e-mail accounts or personal accounts on websites, and all matter derived from such sources which is in his/her possession or under his/her control outside the Company's premises. Where Confidential Information is stored on personal computer networks or personal email accounts or personal accounts on websites (only if authorised by the Company) the Employee shall ensure that the Company has a full copy of such information before irrevocably deleting the same. The Employee shall, if requested, supply contact details of all business contacts made by him/her during the course of his/her employment and retained on social media websites or otherwise held electronically outside of the Company's systems before such data is deleted in accordance with this Clause.
- 10.9 The Employee shall provide written confirmation that he/she have made a diligent search for, and delivered to the Company, all the notes and records containing Confidential Information and have irretrievably deleted any Confidential Information described in Clause 11.5 when requested to do so by the Company, whether during or after his/her employment together with such reasonable evidence of compliance as the Company may request.
- 10.10 Ownership of all rights to any material and results, and all rights, titles, and interests in, all work product, improvements, developments, discoveries, proprietary information, trademarks, trade names, logos, art work, slogans, know-how, processes, methods, trade secrets, source code, application development, designs, drawings, plans, business plans or models, blue prints (whether or not registrable and whether or not design rights subsist in them), utility models, works in which copyright may subsist (including computer software and preparatory and design materials thereof), inventions (whether patentable or not, and

whether or not patent protection has been applied for or granted) and all other intellectual property throughout the world, in and for all languages, including but not limited to computer and human languages developed or created from time to time by or for the Company or the Group Companies by the Employee, whether before or after commencement of employment with the Company (**Intellectual Property**) shall vest in the Company. For the avoidance of doubt, the Company shall have a right to freely develop and alter such material, results and intellectual property rights and to license and assign them to third parties.

- 10.11 All Intellectual Property created by the Employee shall be regarded as having been made under a contract of service.
- 10.12 In consideration of employment with the Company, the Employee hereby transfers and assigns in favour of the Company, all rights, titles and interests in and to all the Intellectual Property, together with the rights to sub-license or transfer any and all rights assigned hereunder to third parties, in perpetuity. The Employee agrees that such assignment shall be perpetual, worldwide and royalty free.
- 10.13 Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, such assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to the Employee, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. The Employee further acknowledges and agrees that he/she shall waive any right to and shall not raise any objection or claims to the Copyright Board with respect to the assignment, pursuant to Section 19A of the Copyright Act, 1957. The Employee also agrees to assist and cooperate with the Company in perfecting the Company's rights in the Intellectual Property.
- 10.14 The Employee shall forthwith communicate to the Company and transfer to it the exclusive benefit of all inventions, discoveries and improvements which he/she may make or discover during the continuance of his/her engagement relating to the Company's trade or business and shall give full information as to the exact mode of working and usage of the same and also all such explanation and instructions, to the officers and workmen of the Company as may be necessary to enable them to work the same effectively and shall, at the expense of the Company, furnish it with all necessary plans, drawings and models.
- 10.15 The Employee shall, whenever requested so to do by the Company whether during or after the termination of employment hereunder, at the cost of the Company execute and sign any and all applications, assignments and other instruments which the Company may deem necessary or advisable in order to apply for and to obtain letters, patent, design, registration or other forms of protection for the aforesaid improvements, inventions and discoveries in such countries as the Company may direct and to vest in the Company the whole, right, title and interest therein.

11. NON-COMPETITION AND NON-SOLICITATION

- 11.1 The Employee hereby agrees that, during the duration of his/her employment under this Agreement and for a period of one year thereafter, he/she will not, whether in India or elsewhere in the world, accept employment with, compete, directly or indirectly with, or own, manage, operate, control or participate in or be connected with the ownership,

management, operation or control of any business that is similar to or in competition with the business of the Company or any parent company of the Company.

- 11.2 During the period of employment and for one Year following termination of Employee's employment for any reason whatsoever, the Employee shall not, directly or indirectly, (i) solicit, encourage, or induce or attempt to solicit, encourage, or induce any (A) employee, marketing agent, vendor, partner or consultant of the Company to terminate his/her employment, agency, contract or consultancy with the Company, or any (B) prospective employee with whom the Company has had discussions or negotiations within six months prior to Employee's termination of employment, not to establish a relationship with the Company, (ii) induce or attempt to induce any current customer to terminate its relationship with the Company, or (iii) induce any potential customer with whom the Company has had discussions or negotiations within six months prior to Employee's termination of employment not to establish a relationship with the Company.
- 11.3 AVEVA observes the rights of companies in their respective proprietary information with the utmost seriousness, and accordingly, the Employee acknowledges and agrees that he or she shall not disclose to AVEVA any third-party proprietary information when such information is subject to a non-disclosure agreement in violation of the terms of such agreement. Further, the Employee acknowledges and agrees that he or she shall not solicit third parties for employment or for business in violation of an enforceable non-solicitation agreement to which he or she is a party, nor shall the candidate act in violation of an enforceable non-compete agreement to which he or she is a party. The Employee represents and warrants that he or she is not party to non-disclosure, non-solicitation, non-competition, or any agreement that is inconsistent with the performance of the duties contemplated by this Agreement.

12. EQUITABLE REMEDIES AND EMPLOYEE REPRESENTATIONS

- 12.1 The Employee agrees and acknowledges that the restrictions contained in this Agreement, including but not limited to Clauses 10, 11 and 12 are reasonable and necessary for the protection of the business and goodwill of the Company. Accordingly, the rights and obligations under this Agreement shall survive the termination of this Agreement and shall not be extinguished by termination of this Agreement
- 12.2 The Employee agrees that any breach or threatened breach of the aforementioned Clauses is likely to cause the Company substantial and irrevocable damage that is difficult to measure and may not be remedied solely by damages. Therefore, in the event of any such breach or threatened breach, the Employee agrees that the Company, in addition to such other remedies which may be available, shall have the right to obtain an injunction from a court restraining such a breach or threatened breach and the right to specific performance of the provisions of either such Clauses, and the Employee hereby waives the adequacy of a remedy at law as a defence to such relief.
- 12.3 The Employee agrees and acknowledges that the restrictions contained in Clauses 10, 11 and 12 are considered to be reasonable in all the circumstances for the protection of the legitimate interests of the Company and shall be enforceable independently. While the undertakings and agreements under the Clauses are considered by the Company and the Employee to be reasonable in all circumstances, if one or more should be held to be invalid as an unreasonable restraint of trade or for any other reason whatsoever by a final

adjudication of any tribunal or court of competent jurisdiction, but would have been held valid if part of the wording thereof had been deleted or the period thereof reduced or the range of activities or area dealt with reduced in scope, the said undertakings and agreements shall apply with such modifications as may be necessary to make them valid and effective.

13. WARRANTIES

The Employee confirms and warrants that:

- (a) he/she has carefully read and fully understands all the provisions of this Agreement.
- (b) he/she has not been arrested, or convicted of, or cautioned for, or charged but not yet tried with criminal offence, even if he/she is subject to a pardon, amnesty, or other similar legal action and there is no lawsuit, arbitration, administrative or other proceeding or governmental investigation pending or, to the best of the Employee's knowledge, threatened against him, which would affect his/her ability to perform obligations under this Agreement.
- (c) by entering into this Agreement or performing any of the obligations under it, he/she will not be in breach of any court order or any express or implied terms of any contract or other obligation binding on him/her. The Employee further undertakes to indemnify the Company against any such claims, costs, damages, liabilities or expenses which the Company may incur if he/she is in breach of any such obligations.
- (d) he/she has all the necessary licences, permissions, consents, approvals, qualifications and memberships required of him/her to perform the duties under this Agreement.
- (e) in the performance of his/her obligations, the Employee will not utilize or make available to the Company any confidential or proprietary information of any third party or violate any obligation with respect to such information.
- (f) he/she has never been suspended, censured or otherwise been subjected to any disciplinary action or other proceeding, litigation or investigation by any state or governmental body or agency or any regulatory authority or self-regulatory organisation.
- (g) any notice period he/she is required to give or to serve with a previous employer has expired on commencement of employment with the Company and that by entering into or performing any duties for the Company, the Employee will not be in breach of any other obligation binding on him/her. The Employee irrevocably undertakes to indemnify the Company on a continuing basis from and against any loss, liability, damage, costs and claims which it may suffer or incur arising out of any claim by any other party that in performing his/her duties under this Agreement, the Employee is acting in breach of any obligation he/she owes to such party.
- (h) all the information submitted by the Employee which forms the basis for this employment is complete and correct. The Employee agrees and acknowledges that if it is found that the information submitted is false or incomplete or that the Employee has concealed certain material information which detrimentally impacts the employment with the Company, the Company may terminate employment without providing any notice or pay in lieu thereof.

14. DATA PROTECTION

- 14.1 The Employee hereby confirms that he/she has read and understood the Company's data protection policy and that he/she shall comply with the data protection policy and the personal data relating to any employee, customer, client, supplier or agent of the Company or any Group Company.
- 14.2 The Employee consents to the Company collecting, processing and handling data, including personal and sensitive personal data, relating to him for legal, personnel, administrative and management purposes. The Employee further agrees that the Company may transfer such data to its affiliates or service providers for legitimate business reasons, including but not limited to payroll processing, insurance benefits, etc.

15. NON-WAIVER

- 15.1 No delay, failure or omission on the part of the Company to exercise any of its powers, rights or remedies under this Agreement will operate as a waiver of them nor will any single or partial exercise of any such powers, rights or remedies preclude any further exercise of them.

16. ADDITIONAL REMEDIES

- 16.1 Notwithstanding anything contained in this Agreement, the Parties acknowledge that in addition to any remedy available to the Company, whether provided herein or conferred by statute, civil law, common law, custom, trade, or usage, the Company shall be entitled to obtain an injunction against the Employee from a civil court of competent jurisdiction.

17. SEVERABILITY

- 17.1 If any provision of this Agreement is held by a court of competent jurisdiction to be illegal, invalid or unenforceable, the remaining provisions shall remain in full force and effect. Any invalid or unenforceable provision of this Agreement shall be replaced with a provision which is valid and enforceable and most nearly reflects the original intent of the invalid or unenforceable provision.

18. INDEMNITY

- 18.1 The Employee, at all times during the course of his/her employment in the Company (and even after the termination of this Agreement with respect to the terms contained herein) agrees to indemnify and keep indemnified the Company, as the case may be, against all losses, damages, claims, interests, costs, expenses, liabilities, proceedings and demands which the Company may suffer or incur or which may be made against the Company as a result of acts or omissions of the Employee during the course of employment.

19. AMENDMENTS

- 19.1 No modification or amendment of this Agreement and no waiver of any of the terms or conditions hereof shall be valid or binding unless made in writing and duly executed by both the Parties.

20. GOVERNING LAW AND DISPUTES

20.1 This Agreement shall be governed by and construed in accordance with the laws of India. The courts at [Hyderabad] shall have the exclusive jurisdiction over all disputes or claims between the Employee and the Company under this Agreement.

21. COUNTERPARTS

21.1 This Agreement will be executed in counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

22. ENTIRE AGREEMENT


22.1 This Agreement and the annexures hereto constitute the entire understanding relating to terms of employment between the Employee and the Company and supersedes all prior offers, agreements, statements or representations, written or oral between the Parties. Further, the Employee acknowledges and agrees that, as of the date of this Agreement, the Employee has no former claims of any nature, whatsoever against the Company.

SIGNATORIES

IN WITNESS WHEREOF each of the Parties has executed this Agreement, as of the day and year first above written.

SIGNED AND DELIVERED

For and on behalf of **AVEVA Solutions India LLP**

DocuSigned by:

C2545A60523244F...

Name: **Shhyaam Konka**

Designation: **Head of HR Services, India**

EMPLOYEE

DocuSigned by:

024AF198F080437...

Name: Nandikolla venkata Sai Charan

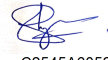
Date: 04 July 2023

ANNEXURE – 1

Total Cost To Company ₹ 6,65,000		
Salary Particulars	Monthly	Yearly
Basic	18747	224965
Allowances	25871	310452
House Rent Allowance	9374	112483
Special Allowance	12330	147965
Meal voucher	0	0
Telephone Allowance	0	0
Children Education Allowance	0	0
LTA	4167	50004
Company contribution to PF	2250	26996
Global Annual Bonus Plan		26771
Benefits		
Company Contribution to Gratuity		10816
Company contribution towards premium for the following categories of Insurance: ✓ Medical Insurance ✓ Group Term Life Insurance ✓ Group Personal Accident Insurance (Please refer to Annexure - 3 for more details)		65000
Total Cost To Company		665000

Note:

- Pay review cycle is from April to March, at twelve months' interval.
- Deduction from monthly salary will be Professional Tax, PF Contribution, Income tax and other applicable taxes as may be in force at the time.
- Mentioned bonus amount is subject to company performance and individual performance. The payment will be made based on approval from AVEVA ELT team and following the announcement of financial results. Also, you must be under the employment of the company and not under notice of termination (whether served by the employee or company) at the date this become payable.

DocuSigned by:

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ANNEXURE - 2

Compensation & Benefits

Your compensation will be subject to income tax and other statutory deductions as applicable from time to time. Employees are eligible to restructure certain “Allowances” mentioned in “Annexure - 1” of your employment contract.

Basic Pay - Your basic pay will be 40% of fixed salary compensation subject to a minimum of INR 15,000.

House Rent Allowance - 50% of your Basic Salary will be paid to you as House Rent Allowance (“HRA”).

Allowances (Flexible Components)

Employees are allowed to restructure certain components including leave travel assistance, telephone allowance, Car Fuel Allowance etc. mentioned in Annexure 1 of your employment contract and these allowances will be paid in monthly payroll. However, you need to self-certify the expenses incurred and submit relevant supporting documents in December / January to avail the income tax benefit as per prevailing Income Tax Rules.

- Meal Allowance - Employees at their discretion can opt to obtain meal card for INR 2,200 per month and the amount will be credited to the Sodexo card at the end of every month. If he / she chooses NOT to opt for meal allowance, this amount will be added to the Special Allowance mentioned in the salary structure of Annexure - 1.
- Leave Travel Allowance (“LTA”) – LTA is paid every month without deducting any tax but supporting bills need to be submitted in December / January every year to get tax exemption. Please note that LTA can be claimed twice in a block of four years as per the Income Tax Rules. If he / she chooses NOT to opt for leave travel allowance, this amount will be added to the Special Allowance mentioned in the salary structure of Annexure - 1.
- Car Fuel Allowance - Employees may opt for car fuel allowance if he / she is commuting in his/ her own car. Eligibility for tax exemption under this head will be applicable only if the employee uses his/her own car for official commute and submit fuel or maintenance bills as applicable. If he / she chooses NOT to opt for Car Fuel, this amount will be added to the Special Allowance mentioned in the salary structure of Annexure - 1.
- Driver Allowance - Employees who opt for car fuel allowance may also opt for driver allowance. Eligibility for tax exemption under this head will be applicable only if the employee uses his/her own car for official commute and submit driver salary slip and a copy of driver’s license as applicable. If he / she chooses NOT to opt for driver allowance, this amount will be added to the Special Allowance mentioned in the salary structure of Annexure - 1.
- Telephone Allowance – Employees are eligible to claim telephone allowance every month as per their salary structure. He/she need to submit postpaid mobile, broadband or landline bills on employee name as a supporting document. If he/she



chooses NOT to opt for telephone allowance, this amount will be added to the special allowance mentioned in the salary structure of Annexure - 1.

- National Pension System (“NPS”) - If employees choose NPS, they can allocate up to a maximum of 10% of Basic Pay as employer’s contribution to the fund as per the applicable guidelines. This component will be adjusted from Special Allowance in the salary structure of Annexure - 1.
- Special Allowance - Any residual base compensation amounts payable after providing the fixed components and other applicable allowances will be classified under Special Allowance.

Retirals - All employees will be covered under the Employees' Provident Funds and Miscellaneous Provisions Act. Employees will also be eligible for payment of gratuity as per the rules and regulations of the Payment of Gratuity Act and capped to the amount specified in that Act.

Note: All the components in the salary structure will be paid monthly and AVEVA reserves the right to change / modify salary structure at any time.

ANNEXURE - 3

Benefits	Coverage Amount/Details	Additional Comments
1. Gratuity		This is a retirement benefit and paid as per Payment of Gratuity Act
2. Medical Insurance	INR 5,00,000/- per year	AVEVA provides Annual Floating Medical Insurance Coverage for self and a maximum of five dependents (spouse, 2 children and 2 dependent parents or in-laws) for a coverage amount - Rs.5,00,000/-. Employees can opt for additional voluntary top-up up to INR 10,00,000/- by paying a premium.
3. Personal Accident Insurance	6 times CTC	Personal accident in case of disability or demise for self
4. Term Life Insurance	3 times CTC	Life insurance in case of demise for self
5. Medical Health Checkup	As per the detailed policy of AVEVA India	
6. Leave Encashment	Is calculated on Gross Salary minus House Rent Allowance (HRA). Maximum 8 leaves are encashed annually. Accumulated leaves up to 60 are payable at the time of separation or retirement	As per the detailed Leave Policy of AVEVA India
7. Relocation Expense for outstation candidates	Reimbursable relocation expenses up to INR 75,000 as per AVEVA's Relocation policy.	If you resign from the services within 12 months from the date of joining, any expenses incurred, or amounts paid by AVEVA towards relocation expenses shall be recoverable as per company policy.
8. Leaves	20 days of earned leave	Details as per the leave policy of AVEVA India
	12 days of Casual Leave	
	12 days of sick Leave	
	5 days of Marriage Leave	
	3 days of Bereavement Leave	
	3 Action for Good Leave	
	26 Weeks of Maternity Leave	
2 Weeks of Paternity Leave		
9. National & Festival Holidays	12 days (10 Fixed and 2 Optional)	
10. Car Lease Program	Details as per the Car Lease policy of AVEVA	
11. Child Day Care Program	Reimbursement up to INR 12,000 per month, per child up to 2 children	Details as per the Day Care policy of AVEVA
12. EAP	Not charged to the employee	AVEVA has Employee Assistance program for all employees and their dependents



13. Long Service Award	For 3, 5, 10, 15, 20 and so on... Years of services with AVEVA.	As per the detailed AVEVA India policy
14. Employee Share Purchase plan	An opportunity to enroll in AVEVA's all-employee share purchase plan, My AVEVA Shares. In India the International rules of My AVEVA Shares apply. Under these rules, a participant can save and buy AVEVA shares from salary contributions made over a six-month period. For each AVEVA share purchased, AVEVA will match that purchase with an AVEVA share which the participant will become entitled to provided that they hold their purchased shares for two years and remain with AVEVA.	

Note: AVEVA reserves the right to change or discontinue any additional benefits mentioned herein at any time.

ANNEXURE - 4

CHECKLIST for documents (soft copy) to be submitted during pre-onboarding process. Pre-Onboarding email will be sent post offer acceptance and prior to date of joining.

1. Passport size professional photograph.
2. Certificates for all academic and professional qualifications.
3. Experience Letters from previous employers.
4. Resignation acceptance and Relieving Letter from last employer.
5. Form 12B is mandatory.
6. E- Aadhar Card.
7. PAN Card.
8. Passport
9. Three month's Salary slips from previous company.
10. Cancelled Cheque/ Bank Passbook**.
11. Confirmation letter/salary review letter/employers progress letter.
12. UAN Card**
13. PF passbook for previous organization**

Please note on below on points marked **.

**PF passbook – To determine if you are previously mapped to Employee Pension Scheme (EPS).

**UAN Card – To ensure that name on Aadhar and UAN portal is matching (If your name in UAN card is different than Aadhar, then please get your name corrected on EPF UAN card, creating an online basic data change request on EPF portal as per your Aadhar).

**Cancelled Cheque/Bank Passbook – We consider your existing bank account for first salary transfer after joining. If you would like to open new bank account with us, we can facilitate new bank account opening process, which can take some time post joining. So please share your bank account reference document.

- Reporting time – 10:00 AM

Contact person – Vanaja Vemireddy (HR)

Reporting Place:

AVEVA Solutions India LLP
2nd Floor, Salarpuria Touchstone,
Marathalli Outer Ring Road,
Bengaluru-560103, Karnataka India

Looking forward to Welcoming you into AVEVA family!!

Date: 3rd Aug 2023
Ref No: 30237

**Mr. Rashid Masood,
Main Road Buchpora,
Srinagar,
J&K.**

Dear Rashid Masood,

Welcome to Movate Technologies Pvt Ltd (Movate). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions as stated herein.

Upon your joining the Company, you would be designated as **Engineer – Networking**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

TERMS AND CONDITIONS:

1. **Gross Cost to Company:** The position includes a gross CTC of **Rs. 3,50,000/- (Rupees Three Lakh Fifty Thousand only)** per annum, before deductions, as explained further in Annexure 1.
2. **Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be **Rs.3,32,500/- (Rupees Three Lakh and Thirty-Two Thousand Five Hundred Only)**.
3. **Annual Variable Compensation.** Depending on your and Company's performance, you would be entitled for an Annual Variable Compensation maximum of **Rs. 17,500/- (Rupees Seventeen Thousand Five Hundred Only)**. The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Handbook which you can access in company's Intranet portal 'HIVE'. On your joining the Company, you undertake to go through Company's intranet and get familiar with all the applicable policies and processes of the Company.
4. **Other Benefits.** Upon joining the Company, you will be positioned as **Grade JL1A** in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.
5. **Medical Insurance:** In accordance with the Company's policy, you, and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.
6. **Location:** Your initial place of work will be Bengaluru. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations, and conditions of service of that location.

7. **Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, do refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's intranet at periodic intervals and get familiarized with all the then applicable policies of the Company and any failure to do so shall not be an excuse not to comply with the same.
8. **E-mail ID & Contact Details:** You will need to communicate your personal e-mail ID, at the time of joining, such e-mail ID, so communicated by you, can be treated as the authenticated (without limiting the rights of the Company to notify / communicate to you through any other mode or e-mail IDs) email address for any communication from you. You will also keep us informed in writing of any change in your residential address, civil or marital status and such other matters.
9. **Relocation:** If you are stationed outside of **Chennai**, upon you joining the Company, you will be reimbursed expenses of your relocation to **Chennai** from your current location as per the details enclosed in Annexure 1.
10. **Transport Facility:** In accordance with the Company's policy, Company transport facility is available only for certain grades of employees working in US & UK time zones. If you wish to use this facility, a subsidized amount based on the distance would be deducted from your monthly salary. More details would be provided upon your joining.
11. **Medically fit:** This employment is subject to you being medically fit and the Company shall also conduct a background and reference check as per Company policy. In the event the results of such checks are unsatisfactory on any account or if any information or declaration given by you to the Company proves to be false or if you are found to have willfully suppressed any material information, your services will be terminated immediately without prior notice. Further, you will be liable to payback all the expenses incurred by the Company as mentioned in Clause 14.
12. **Probation:** You will be on probation for a period of six (6) months from the date of you joining the services of the Company, which may be extended by the Company at its discretion, including but not limited to for reasons such as non-completion of training(s) to the reasonable satisfaction of the Company. At the end of the probation period, your services with the Company would be confirmed subject to your performance meeting the requisite standards. During the probation period, either party may terminate employment by giving two (2) months' notices in writing or two (2) months of gross CTC in lieu of notice. However, Company reserves its right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.
13. **Termination:** Post confirmation of employment, your services may be terminated by either party by giving ninety (90) days' written notice or three (3) months gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.
14. **Return of benefits:** For any reason, should you cease to be an employee of the Company within one (1) year of your joining date, you shall be liable to payback immediately all the expenses incurred by the Company including but not limited to joining bonus, notice period buy-out cost, training cost, relocation expenses, any brokerage commission / fee, certification costs etc. Without prejudice to any other rights of the Company, such liabilities shall be considered as a due from you and recoverable / deductible from any payments payable by the Company to you. However, Company reserves its right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.

15. **Unauthorized absence:** Unauthorized absence or absence without permission from duty for a continuous period of five (5) working days would make you lose your lien on employment. In such case, Company reserves its right to terminate your employment without any further notice. In addition, you will be liable to payback all the expenses incurred by the Company up to the effective date of termination.
16. **Secrecy:** During the period of your employment, you will work honestly, faithfully, diligently, and efficiently for the growth of the Company. You are expected to maintain utmost secrecy with regards to the affairs of the Company and shall keep confidential, any information, instruments, documents, etc., relating to the Company that may come to your professional knowledge as an employee of the Company. You will also be required to sign a Proprietary Information and Inventions agreement on joining.
17. **Activities:** During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up (whether part time or otherwise) any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company. Also, you shall not commit / involve (whether directly or indirectly) in any act or omission (whether intentional or reckless or negligent or otherwise) which prejudices the interest(s) / goodwill of the Company. You shall not publish any article or statement, deliver any lecture, or broadcast or make any communication to the press, including magazine publication relating to the Company's products, services or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the explicit written permission from the Company. Any breach thereof, shall be deemed to be a violation of the Company policies and would be treated in accordance with clause 22 of the terms of this offer and policies of the Company then in force.
18. **Assets and Materials furnished by Company:** Company shall own all assets, materials / equipment it provides to you. You shall return all assets, documents, files, materials / equipment upon the earlier of the termination of your services or Company's request for return of such assets, materials, etc. You shall be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody, or charge. Noncompliance to return of Company's assets would entail serious action for the recovery of such asset(s), both by civil and criminal action.
19. **Non-Solicitation:** For a period of one (1) year after termination of your employment with the Company, you shall refrain from soliciting for rendering your services in any capacity to any client or customers for which you have performed services as an employee of the Company during the twelve (12) months prior to your separation from the Company. During the term of your employment with the Company and for a period of twelve (12) months thereon, you shall not solicit, entice the employees, agents, any other personnel, and contractors of the Company to terminate their employment with the Company / join with any other organization / firm. For the purpose of this para, the expressions client or customers mean those with whom you have interacted or dealt with by virtue of your employment with the Company, during the term of your employment with the Company.
20. **Work Done for Hire:** All work product(s), tangible / intangible properties prepared or developed or conceived by you, during the term of your employment with the Company, shall be considered works
21. made for hire owned exclusively by Company. You shall not have any rights (of whatsoever nature) in the intellectual property right (of any kind including but not limited to the right to be identified as author and the right of ownership etc) prepared or developed or conceived in connection with your services to

- Company. You agree to, both during and after the term of your employment with the Company, execute all papers, including without limitation copyright applications, patent applications, declarations, oaths,
22. assignments of priority rights, and powers of attorney, which the Company and/or its customers may deem necessary or desirable in order to protect the rights and interests in any work products and such other deliverables. In addition, you hereby irrevocably designate and appoint the Company and/or its customers as your agent and attorney-in-fact to execute any such papers on your behalf, and to take all actions as the Company may deem necessary or desirable to protect its rights and interests in any work products or deliverables. To the extent any such work products and/or deliverables is (for any reason whatsoever) determined not to be "work made for hire," You hereby irrevocably and exclusively assign, transfer, and convey to the Company and/or its customers all intellectual property rights, in and to all such work products and deliverables.
 23. **Governing Agreement:** If you have [executed / to execute] any agreement(s) in connection with the Company then your services shall also be governed by such applicable agreement(s). With respect to any subject matter(s) / issue(s), if any conflict arises between this Offer Letter and any such applicable agreement(s) then the respective provision(s) in such agreement(s) shall prevail over this Offer Letter.
 24. **Tax:** All payments due payable to you by the Company shall be subject to deduction of all applicable taxes / levies, as per the prevailing statutory provisions.
 25. **Termination for breach:** Company reserves its right to terminate your employment on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory.
 26. **Code of Conduct:** Any violation of the above mentioned or any other Company procedures and policies would attract action as per Company's disciplinary policy in force, including and up to termination of employment. In the event of termination by Company on account of breach of disciplinary policy, the Company will not be liable to payback any amount in lieu of notices. You shall conduct yourself in conformity with the code of conduct of the Company, as in force from time to time, a copy of which would be provided to you at the time of your joining and can also be viewed in Company's intranet. Further, you shall carryout the instructions in letter & spirit, given by your superiors and shall not disobey the instructions given. You would be given the required opportunity to discuss with your superiors and raise your concerns before the appropriate forums within the organization and you shall not discuss or air your views (which may cause loss to the image and reputation of the Company) in public.
 27. **Retirement:** You will retire on the last day of the month in which you complete sixty (60) years of age.
 28. **Personal Indebtedness:** Company shall not be responsible for any personal indebtedness or other liabilities incurred by you, during the term of your employment with the Company. You understand and accept that you shall have no authority to pledge the credit of the Company to any person or entity without necessary written authorization from the designated Official of the Company.
 29. **General:** The above terms and conditions are based on Company policies and other rules currently applicable in India and are subject to amendments, regulations of the Company as shall be in force.
 30. Only those authorized by a specific power of attorney may sign legal documents, representing the Company. In all service matters, including those not specifically covered here, such as Travel, Leave, Retirement, etc., you will be governed by the rules/policies of the Company framed from time to time.

We look forward to having you on board on or before **9th Aug 23**. As a token of acceptance of this offer letter, please sign the duplicate copy attached and return to the Company or confirm your acceptance by e-mail to **Dineshbabu.sugumar@movate.com** before **3rd Aug 23** else, this Offer letter stands void.

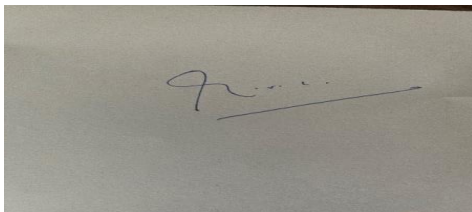
The undersigned accepts the above employment offer, agrees that it contains the terms of employment with Movate, and that there are no other terms, expressed or implied. By accepting this offer of employment, the undersigned is acknowledging that no prior employment obligations or other contractual restrictions exist which preclude employment with Movate. It is further understood that this offer is confidential and disclosure outside of the undersigned's family or financial, accounting, and/or legal advisers may result in termination of employment or withdrawal of this offer.

Accepted:

Rashid Masood

Date

For Movate Technologies Private Limited



Sudeesh Venugopalan
Associate Vice president - TA

1. Annexure 1 – Salary Working & Benefits
2. Annexure 2 – Mandatory Documents to be produced on Joining Day & Reporting Details

Annexure -1

Salary Working				
Name:	Rashid Masood			
Designation:	Engineer - Networking	Grade:	JL 1A	
	Explanatory Notes	Monthly	Annual	
Guaranteed Compensation				
Basic Pay	30%	On TGC	8,313	99,750
House Rent Allowance	50%	On Basic	4,156	49,875
Statutory Bonus	As per the Act		1,663	19,956
Special Allowance*	Balancing Component		11,777	141,319
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			27,709	332,500
Variable Compensation				
Variable Performance Pay (VPP)	5%	On CTC		17,500
Total Variable Compensation**				17,500
Gross Cost to Company (CTC)				350,000
Allowances				
Night Shift Allowance (US)	22 days		3,300	39,600
Total Allowances***				39,600
Benefits				
Personal Accident Disability Cover				750,000
Accidental Death Cover				1,500,000
Group Term Life Insurance Cover				1,500,000
Employee Direct Linked Insurance Cover				705,000
Hospitalization Insurance for Self, Spouse & 2 Dependent children				300,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	45 days	Basic		
Deductions				
Statutory Deductions like:- Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance.				

Other Benefits: -

1. Time Zone Allowance (NSA):**

Time Zone	IST Equivalent	JL1A
U.S	Shift ending after 11:00 pm and starting on or before 5:30 am	Rs.150/day
Europe	Shift ending between 10:00 pm and 11:00 pm	Rs.100/day

2. Relocation Limits **: The relocation limit is based on the grade and the marital status. The following heads are covered under relocation expenses

i. **Reimbursement of Travel Cost:** The Company will reimburse travel up to one-way fare for the employee and his/her immediate family (spouse and dependent children only) from current location to place of employment on the submission of original air ticket / boarding-pass / train ticket as mentioned below.

Grades	Distance/Duration	Mode / Class of Travel
JL1A	Distances >600 kms or Journey Duration > 12 hrs	Economy Air

ii. **Accommodation:** Company will arrange for accommodation only for the employee for the initial settling-down period of fifteen days (15 days) in the Company approved guest house / hotel. Food /Laundry / Telephone Bills/ any other expenses incurred during the stay will be borne by the employee. This accommodation payment will be done directly by the Company.

Insurance coverage: 1% of value of goods declared or Rs.2500/- whichever is lower.

* Reimbursement will be done within one month from the date of joining, subject to submission of supporting bills and claims.

****Subject to change as per Company policy.**

Annexure 2

MANDATORY DOCUMENTS TO BE PRODUCED ON JOINING DAY

Kindly ensure that the photocopy of the following documents are submitted on the day of joining. Originals of the same should be carried for verification and will be returned on the same day.

1. Copies of academic credentials:
 - Degree certificates and those of other professional qualifications
 - Photocopies of Certifications if any
2. Recent Color Photographs
 - Passport size photographs – 4 Numbers for self
 - Stamp size photographs – 2 Numbers for self
3. From previous employment(s)
 - Last 3 months salary slips and/or copy of last salary revision
 - Relieving letter from last employer/Service certificates
 - References of two people with whom you have worked.
 - Form 16 / IT Computation Sheet from previous employer(s) for the current financial year
4. Personal details
 - Copy of Valid Passport and Valid Visas
 - Copy of PAN Card
 - Copy of Ration card / address proof
 - Details of immediate family members (name and Date of birth) for Medical Insurance
5. Signed Copy of Appointment Letter

INFORMATION REQUIRED FOR TRANSFERRING PROVIDENT FUND FROM PREVIOUS COMPANY

If already a member of a Provident Fund with previous employer, then: -

1. Employer's name.
2. Date of joining and leaving service with them.
3. Name and address of the Regional Provident Fund Office.
4. Personal PF account No.
5. UAN no.
6. Names and Date of Birth of Family members you would want to mention as nominees for Provident Fund Scheme.

This is a computer-generated offer and does not require any signature.



May 02, 2023

PERSONAL & CONFIDENTIAL

Supriya Chakilam
Address
2-10-88/25, Sriharshita
nagar, Ganesh
Street, Jangaon

Dear Supriya,

It is our pleasure to extend this offer of employment to you with Silabs India Private Limited (“Silicon Labs” or the “Company”) in the role of **Associate Engineer – Product & System Apps** reporting to **Rajkumar Mekala** on the terms and conditions described in this letter (including your successful completion of a background and reference checks, as described in Clause 19 below, and any necessary immigration related approvals) and the Proprietary Information and Inventions Assignment Agreement, which is forthcoming.

Please read the terms and conditions carefully and confirm your understanding and agreement to such terms and conditions by countersigning this letter in the space provided below. When you countersign this letter, it will form a binding employment agreement (the “**Agreement**”) between you and the Company. Your employment is based upon the information and declarations provided by you. If the Company determines that the information provided is false or misleading or that you have concealed information, the Company may withdraw its offer and terminate the Agreement without providing any notice or pay in lieu thereof.

The details of your offer are as follows:

1. POSITION AND REPORTING

You will be employed by Silicon Labs in the function of **Associate Engineer – Product & System Apps**. You will report to the **Associate Engineering Manager – Product & System Apps** of the Company, currently **Rajkumar Mekala**. Your general duties and responsibilities are determined by the Company from time to time. Silicon Labs may assign you additional tasks, modify or remove your assigned duties, or change the place of your employment without additional compensation to you. As further elaborated in Clause 7.3, your designation / job title and reporting relationship may undergo a change from time to time as may be determined by the Company. During your employment, you shall devote all the necessary professional skills, time, energies and efforts to the performance of their duties on behalf of the Company.

2. TERM OF EMPLOYMENT

Your employment will commence on **June 19, 2023** (the “**Commencement Date**”) and continue until termination in accordance with the terms set forth in Clause 13 of this Agreement (the “**Employment Period**”). If you fail to join the Company on or before the Commencement Date, this Agreement shall stand terminated unless extended at the sole discretion of the Company.

SILABS INDIA PRIVATE LIMITED
(Formerly known as Swarushi Technologies India Private Limited)
(A Silicon Labs Company)

Salarpuria Sattva Knowledge City, Octave Building,
2nd & 3rd Floor, Unit 03-(Part), Parcel-4, Survey No. 83/1, Plot No 2, Serilingampally Mandal,
Raidurgam Village, Ranga Reddy Dist: Hyderabad, Telangana – 500081 | Ph: +40 69031000
Email: info-hyd@silabs.com Website: www.silabs.com
CIN: U72900TG2020PTC139507

DS
ch.Supriya

3. PROBATIONARY PERIOD

You will initially be on probation for a period of up to six (6) months from the Commencement Date and will continue to be so unless and until you are expressly confirmed in the regular service of the Company. The probation period may be reduced or extended by the Company at its sole discretion without providing any reasons. During the probationary period, your employment may be terminated by either party by providing one (1) month's written notice.

4. COMPENSATION

- 4.1 In full compensation for the services to be rendered by you hereunder during the Employment Period, upon the terms and subject to the conditions set forth in this Agreement, the Company will pay you and you shall accept as compensation, a gross annual salary of **INR 1150000** ("**Gross Fixed Salary**"). The additional particulars of the compensation payable to you are detailed in **Exhibit 1** hereto ("**Compensation Package**"). The Compensation Package will be paid in accordance with the Company's normal payroll practices. Your Compensation Package will be reviewed periodically by the Company and any increase will be discretionary and subject to and on basis of effective performance and Company results during the period. The Compensation Package set forth in this section includes compensation for all services rendered under this Agreement.
- 4.2 **Sign-on Bonus:** As an added incentive, you will receive a one-time signing bonus of gross lump sum of **INR 160000** ("**Sign-On Bonus**"). Your Sign-On Bonus, less applicable taxes, will be paid no later than 30 days after you commence employment. If you voluntarily terminate your employment within one year of your start date, you will be required to pay back the entire Sign-On Bonus. You understand that the Sign-On Bonus is being offered at the Company's sole discretion and agree that the repayment terms are fair and reasonable..
- 4.3 **Retention Bonus:** As an added incentive, you will receive a one-time retention bonus of gross lump sum of **INR 200000** ("**Retention Bonus**"). Your Retention Bonus, less applicable taxes, will be paid no later than 12 months after you commence employment. If you voluntarily terminate your employment within 6 months after the date of payment, you will be required to pay back the entire Retention Bonus. You understand that the Retention Bonus is being offered at the Company's sole discretion and agree that the repayment terms are fair and reasonable.
- 4.4 While employed with Silicon Labs, you will be eligible to participate in our quarterly profit-sharing plan which is a form of variable compensation. Your bonus will target a quarterly payout of **10%** of your Gross Fixed Salary (exclusive of other salary components such as gratuity, provident fund contribution or any other compensation) pursuant to Silicon Labs' current year plan. Any variable compensation will be prorated according to your Commencement Date. This compensation program will be subject to tax and other applicable statutory deductions. The Company retains the right to modify, amend or terminate its plans and policies, including the said variable compensation program. It is clarified that any payments made under such programs in one financial year does not create a right to claim such compensation or similar payments from the Company in the future. In situations where this Agreement is suspended, or for other reasons when there is no entitlement to remuneration (e.g. termination of continued payment), you are not eligible for this variable compensation program or, at the Company's sole discretion, the compensation may be reduced on a *pro rata* basis.
- 4.5 The Compensation Package will be subject to appropriate tax and other statutory deductions under applicable law. Furthermore, you are solely liable for your personal tax liabilities and the Company makes no assurances that the remuneration has been structured in the most tax

efficient manner or tax treatment applicable to certain emoluments, allowances or benefits will continue for the entire term of employment. The breakdown of the Compensation Package may need to be revised from time to time in keeping with regulatory developments or otherwise, and the Company will not be liable for any additional tax liability you may face due to such revisions.

- 4.6 You agree and acknowledge that Silicon Labs may, subject to applicable laws, at any time during the term of employment or cessation thereof, deduct from your Compensation Package, or final settlement, any amounts owed by you, including but not limited to, any outstanding loans, advances, overpayments or costs incurred by the Company due to any damage or loss to Company property, etc. caused by you.

5. HOURS OF WORK

Your working hours will be forty-five (45) hours per week. You may be required to engage in travel on behalf of the Company or to work any additional hours based on the nature of your job duties or Company business. Subject to applicable law, you expressly agree to such reasonable travel and additional hours of work. You may also be required to attend duties on public holidays or weekly days off as per the exigencies of work. Your Compensation Package is inclusive of all hours worked and you expressly agree that you are not entitled to receive additional remuneration for any work done outside or beyond the normal hours of work.

6. PLACE OF WORK

- 6.1 Your place of work will be at the Company's office in Hyderabad or as may be decided by the Company. The Company may, after giving you reasonable notice, transfer or assign your services to any place of business of the Company that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.
- 6.2 The Company may also require you to complete certain duties or assign your services to any associate company, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom the Company may make any such arrangement or agreement. You may also be required on a temporary basis to work at any client premises based in India or overseas.

7. DUTIES AND OTHER ACTIVITIES

- 7.1 You shall diligently, skillfully, and faithfully carry out the objectives of the Company and protect its interests. You will devote your full time, attention and skill exclusively to the business during normal business hours (as per Clause 5) and such other hours as are necessary to satisfactorily perform your obligations under this Agreement.
- 7.2 You acknowledge that this Agreement is an exclusive employment agreement. During your employment with Silicon Labs, you will not directly or indirectly own, manage, operate, consult, be an employee or be interested in any manner whatsoever in any other business. Without limitation to the generality of the foregoing, you will not, during the subsistence of this Agreement, directly or indirectly be associated with any business that competes with the business of the Company in any manner whatsoever, whether as an officer, employee, agent or consultant. If you receive written consent under this clause to conduct any such external activity, you will not utilize the assets, resources and time of the Company for such external activities. Silicon Labs may, at its sole discretion, withdraw its consent at any time.
- 7.3 From time to time, Silicon Labs may modify your job title, reporting relationships, job duties and responsibilities, the legal entity that employs you, or the jurisdiction where you are expected to perform their duties (despite location of their residence) based on business needs.

Any such change will not be deemed to violate the terms of this Agreement or constitute any basis for constructive or involuntary termination of employment.

- 7.4 You do not have the right or the authority to make any representation, contract or commitment for or on behalf of the Company without obtaining the prior written permission of the Company in this regard. You have no authority, implied or otherwise, to pledge the credit of the Company. If Silicon Labs is held liable for any damage, loss, claim or action arising directly or indirectly from any action of yours in violation of this Clause, you will indemnify the Company to the maximum extent permissible under the laws for the time being in force in India.

8. HOLIDAYS

You are entitled to leave and holidays in accordance with the Company's policy as amended from time to time.

9. COMPANY POLICIES & PROCEDURES

In addition to the terms and conditions specifically stated herein, you will be bound by and will faithfully observe and abide by all the Company's policies and procedures in effect from time to time of which you have been notified or of which you should reasonably be aware.

10. SECURITY & DATA PROTECTION

- 10.1 Silicon Labs may use various modes to ensure that the internet, email facilities and other communication systems provided by the Company are used in an appropriate manner and that Company confidential and proprietary information is safeguarded. These may include the scanning, reading, inspection, scrutiny of emails or text messages sent and received, and web sites visited or created by you. Silicon Labs may also monitor and any personal communication channels, e-mail or social media forum that may be accessible to you. You agree, understand, and acknowledge that you do not have any expectation of privacy when using the Company's resources. Furthermore, Silicon Labs may share such information with government authorities in response to a valid request.
- 10.2 The Company also reserves the right to monitor its employees using various security measures including but not limited to closed circuit television systems. These may be installed on the Company's premises overtly or covertly to ensure that the employees do not participate or propagate any activities which are or could be prejudicial to the Company's business interests or which could bring it into disrepute.
- 10.3 You agree to comply with the data protection policy when processing personal data in the course of employment including personal data relating to any employee, customer, client, supplier or agent of the Company or its parent, subsidiaries and affiliates (together the "**Silicon Labs Group**").
- 10.4 You expressly and unambiguously consent to the collection, use, transfer, processing and handling of personal data, including your personal and sensitive personal data, by the Company for purposes related to their employment to the extent permissible under applicable laws. You accept that, subject to applicable laws, the recipients of the personal information may be in India or any other country. You also understand and accept that subject to applicable laws, the Company may transfer to other service providers your personal and sensitive personal data for the purpose of implementation, administration and management of the employment and related purposes

11. CONFIDENTIALITY AND INVENTIONS

As a condition of employment with the Company, you agree to sign Silicon Labs' Proprietary Information

and Inventions Assignment Agreement (“PIIA”), which still be provided shortly before or on your Commencement Date. You agree that the PIIA is applicable from the Commencement Date and if you fail to sign the PIIA, this Agreement and your employment shall stand terminated without any additional notice or pay in lieu thereof.

12. COMPLIANCE WITH APPLICABLE LAWS, ANTI-BRIBERY AND ANTI-CORRUPTION

- 12.1 You agree to comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to their employment by the Company.
- 12.2 The Company is part of a multinational group of companies with a parent company in the United States. Therefore, you agree that:
- a. you are bound by Silicon Laboratories Inc.’s Code of Business Conduct and Ethics, and
 - b. you will comply with all applicable laws relating to anti-bribery and anti-corruption, including but not limited to the *Foreign Corrupt Practices Act* (US) and the *Prevention of Corruption Act* (India). Without limiting the foregoing, you represent and warrant that you have not, and will not at any time during your employment with Silicon Labs, pay, give, provide, offer or promise to pay, give, provide or offer, any money or other thing of value not legitimately due, directly or indirectly, to or for the benefit of:
 - i. any government or public official, political party, candidate for political office or public international organization; or
 - ii. any other person, firm, corporation or other entity, with the knowledge that some or all of that money or other thing of value will be paid, given, offered or promised to a government or public official, political party, candidate for political office or public international organization, for the purpose of obtaining or retaining any business or to obtain any other unfair advantage in connection with the Company’s business.

13. TERMINATION OF EMPLOYMENT

- 13.1 After you have completed your initial probation period (if any), this Agreement may be terminated by either party by providing two (2) months’ written notice of termination, or notice required by law as then in effect, whichever is greater. During your notice period, you will cooperate and provide assistance as may be necessary or reasonably required by the Company to transition job responsibilities. Silicon Labs may, at its option, substitute payment in lieu, in whole or in part, of notice of termination required under this Agreement. Alternatively, Silicon Labs may require you to absent yourself from its premises on garden leave and not participate in the working of the Company during any unexpired portion of the notice period. During such garden leave, you may not contact any Company’s agents, employees, customers, clients, distributors or suppliers.
- 13.2 This Agreement may be terminated by Silicon Labs without notice or payment in lieu thereof if you breach or do not observe the terms, conditions or stipulations contained in this Agreement, which would be construed as misconduct, or is guilty of any negligence or other misconduct in connection with or affecting the business or affairs of the Company. Termination of the Agreement under this sub-paragraph would be without prejudice to:
- a. The Company’s right to claim the actual damages it has suffered through this breach; and
 - b. Any other relief to which the Company may be entitled under contract, law or equity.
- 13.3 If you, at any time, are prevented from ill-health or accident or any physical or mental disability from performing their duties hereunder, you must inform the Company and supply it with such details as it may be required. If you are unable by reason of ill-health or accident or disability, for a period of 3 months or more to perform their duties hereunder, Silicon Labs may forthwith

terminate this Agreement.

- 13.4 If your employment is terminated, the Company shall not have any liability to you other than for remuneration, allowances and perquisites that accrued prior to the effective date of termination.
- 13.5 Upon termination of your employment under this Agreement for any reason, you will at once (i) return all Silicon Labs property provided to you, or otherwise in your custody, possession or control; and (ii) complete any other formalities prescribed by the Company, including without limitation, the attending of an exit interview and the execution of appropriate release documentation.
- 13.6 Notwithstanding any provision of this Agreement to the contrary, the provisions set out in clause 11 and the PIIA, and any other provisions of this Agreement necessary to give effect to such provisions, will continue in full force and effect.
- 13.7 You agree and accept that any statutory or other "last in, first out" rule or any modification thereof shall not apply in the event of termination of this Agreement for any reason whatsoever.

14. WARRANTIES

- 14.1 You confirm and warrant that:
 - a. you have carefully read and fully understand this Agreement;
 - b. you have not been arrested, or convicted of, or cautioned for, or charged but not yet tried with any offence or crime, even if you are subject to a pardon, amnesty, or other similar legal action; there is no legal proceeding or governmental investigation pending or, to the best of your knowledge, threatened against you; nor have you been suspended, censured or subject to any other disciplinary action by any state or governmental body or regulatory authority or organization;
 - c. by entering into this Agreement or performing any of the obligations under it, you will not be in breach of any court order or any express or implied terms of any contract or other obligation binding on you, including obligations to your former employers. You will indemnify the Company against any such claims, costs, damages, liabilities or expenses which the Company may incur if they are in breach of any such obligations.
 - d. in the performance of your obligations, you will not utilize or make available to the Company any confidential or proprietary information of any third party or violate any obligation with respect to such information.
 - e. any notice period you are required to give or to serve with a previous employer has expired on commencement of employment with Silicon Labs; and
 - f. all the information submitted by you which forms the basis for this employment is complete and correct. You agree and acknowledge that if it is found that the information submitted is false or incomplete or that you have concealed certain material information which detrimentally impacts the employment with the Company, the Company may terminate employment without providing any notice or pay in lieu thereof.

15. NON-WAIVER

No delay, failure or omission on the part of the Company to exercise any of its powers, rights or remedies under this Agreement will operate as a waiver of them nor will any single or partial exercise of any such powers, rights or remedies preclude any further exercise of them.

16. ADDITIONAL REMEDIES

Notwithstanding anything contained in this Agreement, the parties acknowledge that in addition to any remedy available to the Company, whether provided herein or conferred by statute, civil law, common law, custom, trade, or usage, the Company shall be entitled to obtain an injunction against you from a civil court of competent jurisdiction.

17. SEVERABILITY

If any provision of this Agreement is held by a court of competent jurisdiction to be illegal, invalid or unenforceable, the remaining provisions shall remain in full force and effect. Any invalid or unenforceable provision of this Agreement shall be replaced with a provision which is valid and enforceable and most nearly reflects the original intent of the invalid or unenforceable provision.

18. GOVERNING LAW

This Agreement is governed by and construed in accordance with the laws of India and the courts of competent jurisdiction at Hyderabad, India shall have exclusive jurisdiction over any disputes arising under this Agreement.

19. BACKGROUND CHECK

The employment is conditional upon successful completion of a background check of you. You shall notify the Company of any pending legal cases against you. If any information provided by you is determined as false, or material information has been withheld during the recruitment process, it will be considered a breach of the Agreement and the Company may then terminate employment without providing any notice or pay in lieu thereof.

20. ENTIRE AGREEMENT, AMENDMENTS & ASSIGNMENT

This Agreement (including its schedules and annexures, if applicable) and the PIIA constitutes the entire agreement between the parties as to its subject matter and supersedes all prior agreements and understandings oral or written, between Employee and the Company. This Agreement cannot be amended or varied except in writing signed by both the parties. The Company may, in its sole and absolute discretion, assign this Agreement and the PIIA.

21. COUNTERPARTS

This Agreement will be executed in counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

* * * * *

If you agree with the above terms and conditions of employment, please sign the Acknowledgement & Acceptance at the end of this Agreement. Once the Agreement is fully signed, you will receive a copy for your records.

Supriya, we look forward to working with you!

Yours very truly,
Silabs India Private Limited

Per: 

Néstor Ho
Director

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood the terms and conditions of employment set out in the offer of employment from Silabs India Private Limited above. I have had sufficient opportunity to seek independent legal advice with respect to the terms and conditions of employment set out above. I hereby voluntarily accept and agree to the terms and conditions of employment set out above, including the terms relating to termination of employment, and agree to execute the PIIA prior to my employment.

DocuSigned by:

Ch. Supriya

5/2/2023

Supriya Chakiram

6A692861349E42C...

Date

I confirm my start date will be: 6/19/2023

Exhibit 1

The following outlines a general breakdown of your compensation and salary components. Please note, actual figures may vary slightly depending on rounding. You will enroll your flexi-benefits component before your first payroll. The components include Leave Travel Allowance (LTA), Gift Card, Personal Development Allowance, Telephone Allowances, Food Allowances and Voluntary Employee Contribution to National Pension Scheme (NPS).

Position:	Associate Engineer – Product & System Apps
Location:	Hyderabad
Anticipated Start Date:	June 19, 2023
Offer Deadline	May 02, 2023
Salary Components	Annual (Rs)
Basic	575,000
HRA	230,000
Statutory Bonus	16,800
Special Allowance	328,200
Gross Fixed Pay (A)	1150000
Gratuity (B)	27,658
Employer Cont to PF (C)	69,000
Employer Cont to ESIC (D)	
Medical Insurance (E)	3999
Cost to the Company (A+B+C+D+E)	1,250,657
Annual Performance Bonus Target of Gross Fixed Pay (A):	10%
One-Time Cash Components	
Sign-on Bonus	INR 160000
Retention Bonus	INR 200000
Silicon Labs New Hire RSU Grant Value*	\$7500
* *RSU-The Award shall vest over a four (4) year period with 1/4th vesting on the first anniversary of the vesting start date and a further 1/4 th vesting per year over the following three (3) years.	

DocuSigned by:
 Ch. Supriya
 6A692861349E42C...



**Broadridge Financial Solutions (India)
Private Limited**
Registered Office:
Survey No. 64 (Adjacent to Cyber Towers)
Hi-TecCityMadhapurSerilingampallMandal
Ranga Reddy District, Telangana
CIN: U74999TG2007PTC052368
B +91 40 6627 8000, 4432 8000
F +91 40 6602 8444
E info-brindia@broadridge.com
www.broadridge.com

Dec 12, 2022

Ms. Pabbathi Pallavi,
H-No:15-106, Village: Choppadandi, District: Karimnagar 505415

Dear Pallavi,

We are hereby pleased to inform you that you have been selected as an Intern in our organization. Your training period starts from January 09, 2023 and will end on June 30, 2023. During this period our organization will be imparting on the job training to you.

The company works 7 days a week, 24 hours a day. You may be required, during the assigned hours which might include night shifts, to avail the training. You will be required to undergo training 5 days a week and your weekly off may not necessarily be on Saturday and Sunday. You will be paid a monthly stipend of Rs. 30,000/- (Rupees Thirty Thousand Only).

The organization reserves the right to terminate your training at any time during this training period.

The terms of this offer are intended to be kept strictly confidential.

In case of resignation of services, you will be required to give a one-month notice in writing.

Once again let me express our unanimous excitement at the prospect of your joining the organization. We look forward to the prospect of a long and mutually rewarding professional relationship.

Sincerely,

A handwritten signature in black ink that reads 'Ankit Arora' with a horizontal line underneath the name.

Ankit Arora
Head Talent Acquisition



Letter of Offer

30th June 2023

Dear Mr. K Sai Prakash,

Welcome to Brane Services Private Limited!

We are delighted to extend this offer of employment to you for the position of “**Associate Process Leader Trainee**” at Brane Services Private Limited (hereinafter referred to as “Brane” or “Organization”)

We request you to read this Offer letter and return the enclosed duplicate copy or scanned copy by email in as an **acknowledgement of receipt of it and acceptance of the same on or before 1st July 2023**, failing which this Offer stands cancelled and withdrawn. Brane reserves the right to revoke, withdraw or modify this Offer letter at any time in its sole discretion. Your date of joining should be on or before **4th July 2023** failing which this Offer stands terminated.

Further, on joining Brane, you will be issued an Appointment Letter containing the terms and conditions of your employment with Brane and access to the Organizational policies and guidelines.

You will be working from the Hyderabad office location. However, you may be transferred to other office locations of Brane (or) to its affiliates or subsidiaries, either in India or abroad, as decided by Brane in its sole discretion. Your total C.T.C will be **Rs. 7,00,000/-** and the monthly emoluments before deductions will be **Rs. 55,411/-**. The detailed break up of emoluments and operational details are provided under Annexure-A.

In view of the Organizational needs or corporate restructuring or business considerations, your employment or services can be transferred or assigned by Brane to any of its subsidiaries, affiliate(s), joint venture, or group companies as may be deemed fit and proper by Brane. If, after issuing this Offer letter, there is any change in the Organizational or corporate set up of Brane, then your Appointment Letter may be issued in the name of any other group Organization of Brane referencing this Offer and it shall not be any surprise for you.

Brane Services Private Limited

3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally, Hyderabad,
Rangareddi, TG-500081



TS PGEC / TS PGECET - 2023 Admissions

Telangana State Council of Higher Education

Tuition Fee Receipt (Phase - II)

Acknowledgement No: 18045

CANDIDATE DETAILS

BASIC INFO			
HTNO	: 9304090131	Test Name	:
Test Code	: EC	Rank /Marks / Score	: 93
Name	: KUKKADAPU LATHASRI	Father's Name	: KUKKADAPU VIJAYA KRISHNA
Mother's Name	: KUKKADAPU JANAKI	Gender	: F
Date of Birth	: 08/05/2002	Email ID	: lathasrikukkadapu18@gmail.com
Mobile No	: 7331103451	Alternate Mobile No	: 9182560871/
EDUCATION INFO			
SSC HTNo.	: 1730100190	SSC Year of Pass	: 2017
Inter HTNO	: 17076-EC-019	Inter Year of Pass	: 2020
QUALIFYING EXAMINATION INFO			
Qualifying Degree	: BE / BTech (REGULAR)	Specilazation	: ELECTRONICS AND COMMUNICATION ENGINEERING
Marks in Qualifying Degree/CGPA	: 8.24	Max. Marks in Qualifying Degree/CGPA	: 10
Other Info			
LOCAL REGION	: OU	RESERVATION CATEGORY	: BC-B
MINORITY	: Non Minority	EWS	: NO
Parental Income	: Lower		



Provisional Allotment Details

Alloted College	: OUCE1OUDSYSREG - UNIVERSITY COLLEGE OF ENGINEERING, OU. (AUTONOMOUS)OSMANIA UNIVERSITY MAIN RD, OSMANIA UNIVERSITY, AMBERPET		
Under Alloted Category	: REG_BCB_OU_GEN	Course	: DIGITAL SYSTEMS
College Type	: UNIV	Payment Type	: REG

Course Fee Rs	: 30000.00 /-
Amount paid previously Rs	: 1600.00 /- (inclusive green fund(100/-))
Fee paid Rs	: 28500.00 /-

Instructions to candidates

1. Report to the allotted college (on the specified date and time) and submit the payment acknowledgement receipt along with joining report.
2. Personally Reporting at allotted college is mandatory. Failing to report and producing all original certificates for final verification, the provisional allotment of the first phase will automatically stand cancelled and the candidate do not have any claim on the seat.
 - In case the candidate wishes to cancel his/her admission, he/she is required to approach the Principal of the college concerned only with a request letter.
 - If the candidate cancels his/her admission, tuition fee will be refunded as following:
 - The Claim for refund of tuition fee paid to the convener due to cancellation of seat / submission of income certificate / difference of tuition fee etc. has to be done on or before 31.12.2023.
 - a. After first phase, full tuition fee will be refunded.
 - b. 50% of the amount will be refunded after second phase.

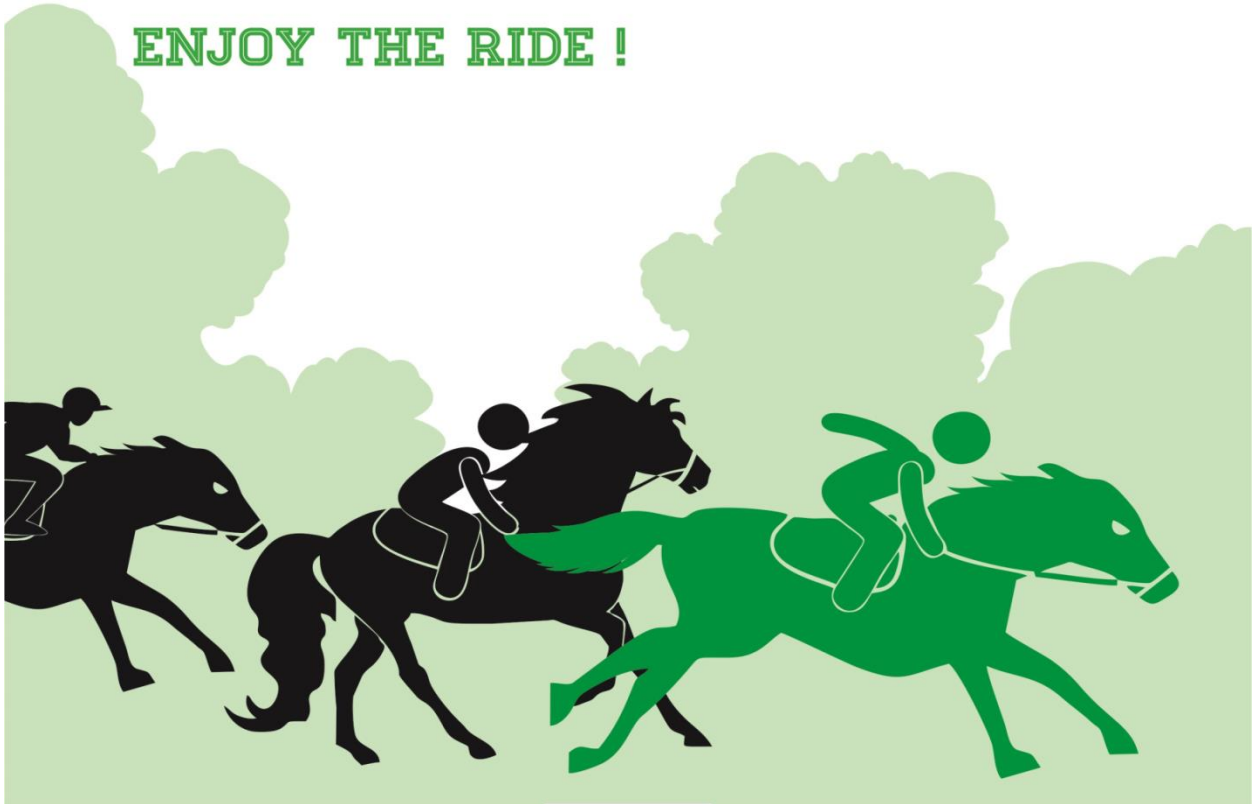
sd/-
CONVENER
TS PGEC / PGECET Admissions-2023

RACE AHEAD IN LIFE

Getting ahead in life may mean many different things to different people. At CtrlS for us, it's about dreaming big and making it big. It's about being successful while having fun. It's something that's derived from constant practice, learning, and growth.

Welcome to CtrlS !

ENJOY THE RIDE !



29 Oct 2022

To,

**Kummari Poojitha,
Hyderabad.**

OFFER LETTER

Dear **Kummari Poojitha** ,

Please refer to your application and the subsequent interview with us. We are happy to inform you that you have been selected by us for the position of “Associate Engineer” at “CtrlS Datacenters Ltd.”

We are, therefore, pleased to appoint you in the permanent employment of this Company on the following general terms and conditions of employment.

1. During the training period, you will receive Rs. 10,000 (Ten Thousand rupees only) as stipend per month. Upon completion of your training period, your consolidated salary is **Rs.500000/- p.a.**, (Five Lakh Rupees Only) and other emoluments will be as per **Appx 'A'**.
2. During your employment with this company, you will be bound by such rules and regulations at any time, and also by such legal requirements as may be applicable. You are expected to give to the company, your best efforts, attention and commitment. You are explicitly advised to refrain from any such activity, whether for monetary or any other considerations, as may become in our opinion, a hindrance to your performance.
3. You are, by virtue of employment with this company, required to do work allied, ancillary or related to incidental to the main job. Similarly, you may be asked to do any other job within your competence as judged by the company, depending upon the exigencies of the situation.
4. During the course of your employment with us, you will come in possession of the knowledge of the trade and methods of the business. It is essential that you under take to maintain total secrecy about all the information, knowledge, or such other matters. You shall not by yourself or through others, allow the same to be used in any manner detrimental to this company either during your employment or thereafter.

5. You would report to your seniors or as assigned by the management from time to time during your employment. You would be responsible for all the objectives/targets set in accordance with your reporting authorities, which are considered for evaluation of your probation period for Six months.
6. Your appointment and the employment will be subject to your being and remaining **medically fit**. It is necessary for you to get medically examined, as and when required by the company.
7. Your employment is substantially based on the information provided by you. If, it is found that the information provided by you are incorrect or that some information is suppressed, then your employment is liable for summary termination.
8. The contract of employment can be terminated by either Party, without cause, by giving to the other Party 3 months' notice, in writing, of its intention to do so. The Company may, at its sole discretion, waive the whole or part of the notice period. In the event the employee is on probation, and his/her employment has not been confirmed, the contract of employment can be terminated by either Party by giving to the other Party a notice of 1 month, in writing, of its intention to do so or by tendering a sum equivalent to 1 month salary, in lieu thereof.
9. Your employment at the company could be terminated for cause, upon immediate written notice to you, if there is any kind of:
 - (a) Illegal activity - relating to work or not - harming the reputation of the company.
 - (b) Indecent behavior with colleagues, customers or suppliers.
 - (c) Personal bankruptcy / insolvency.
 - (d) Refusal to do any lawful work assigned by the company.
 - (e) Absenteeism.
 - (f) Willful neglect of work.
 - (g) Repeated insubordination or violation of employment rules.
 - (h) Undisclosed conflict of interest.
 - (i) Financial irregularity with respect to expenses incurred or reimbursed by the Company.
 - (j) Corporate espionage
10. You hereby covenant, undertake and agree that during the term of your employment and for a period of 1 year following the termination of the employment, thereafter, you shall not on your own or together with any Person, directly or indirectly:
 - (i) Solicit or take away from the Company or attempt to solicit or take away, the business of any customers or any potential customer with whom you have dealt during the employment with the Company, any other related parties or clients of the Company who have been customers or clients of the Company.
 - (ii) Solicit or entice away or attempt to solicit or entice away any person who at any time during such period shall have been a director, officer, employee or associate of the Company. Be directly or indirectly interested, concerned, or engaged as principal or partner or director, agent or employee, assistant, consultant, advisor or contractor in any other capacity in any business whether for profit or otherwise relating to Internet Data Center Solutions, Internet Services or such fields which is in direct competition with the business of the Company or any business contemplated by the Company, in any geographical area within India.

11. On ceasing to be in the employment of this company for any reason, you will promptly settle all accounts including the return of all Company properties, tools, equipment, documents, etc., without making or retaining any copies.
12. Your growth in this company depends, among other factors, primarily upon contribution, dedication, sincerity and initiative.
13. You are requested to submit the documents as intimated by the “HRD Department”, at the time of joining.
14. You will receive your job profile in due course of time.
15. Please acknowledge and confirm your acceptance of the terms and conditions mentioned in this letter.

We welcome you, and look forward to many years of mutually rewarding and beneficial association. Hope that you work with much more enthusiasm and dedication in your future to come out with stupendous performance

Yours truly,
For **CtrlS Datacenters Ltd.**

P Rajani Reddy
Authorized Signatory

APPX 'A': DETAILS OF SALARY & OTHER ALLOWANCES

The details of the offer given to you are as given below:

- | | | |
|----------------|---|-------------------------|
| 1. Name | : | Kummari Poojitha |
| 2. Designation | : | Associate Engineer |
| 3. Grade | : | L0 |
| 4. Location | : | Hyderabad |

Monthly Earnings	Amount in Rs	Yearly Earnings	Amount in Rs
Basic	14667	Basic	176004
HRA	9167	HRA	110004
LTA	5000	LTA	60000
Special Allowance	6033	Special Allowance	72396
A. Fixed Salary	34867	A. Fixed Salary	418404
B. Performance Linked Pay	5000	B. Performance Linked Pay	60000
C. Employer Provident Fund	1800	C. Employer Provident Fund	21600
Total CTC (A+B+C)	41667	Total CTC (A+B+C)	500000

Other Perks	Limit (p.a)	Coverage
Medical Insurance Coverage	300000	Employee, Spouse and 2 Children
Life Term Insurance	500000	
Accidental Insurance	500000	

Note: Performance linked pay will be released on proportional to your performance ratings.

TDS will be deducted according to the income tax norms

Yours truly,
For **CtrlS Datacenters Ltd.**

P Rajani Reddy
Authorized Signator

Sl. No	First Name	Last Name	Personal Email Address	Contact	branch	Status	CTC	Retention Bonus (PA If certification is cleared only)
1	neeharika	yakkala	pgs21064_mca.neeharika@cbit.org.in	6302881259	MCA	Selected	6.5 LPA	50 K
2	Tejashwini	Rachagolla	ugs19024_it.tejashwini@cbit.ac.in	8341840819	Information Technology-1	Selected	6.5 LPA	50 K
3	Praneetha	Vemula	praneethav2001@gmail.com	7337437847	Computer Science and Engineering-3	Selected	6.5 LPA	50 K
4	Lavudya	Manoj	manojlavudya3@gmail.com	9390834250	Computer Science and Engineering-2	Selected	6.5 LPA	50 K
5	Shiva Sai	Padige	ugs19307_ece.padige@cbit.org.in	8688022340	Electronics and Communication Engineering-2	Selected	6.5 LPA	50 K
6	Saivamshi	Pampari	ugs19171_ece.saivamshi@cbit.ac.in	9059749365	Electronics and Communications Engineering-3	Selected	6.5 LPA	50 K
7	saketh	joshi	sakethjoshi2001@gmail.com	9676148487	electronics and communcations-3	Selected	6.5 LPA	50 K
8	Maheshwari	Ragiri	maheshwar0711@gmail.com	9346367313	computer science-1	Selected	6.5 LPA	50 K
9	Nandini	Gopasi	nandinigopasi999@gmail.com	9949657509	Information Technology-1	Selected	6.5 LPA	50 K
10	Nithin	Thangallapelly	ugs19102_it.nithin@cbit.ac.in	9989116367	Information Technology-2	Selected	6.5 LPA	50 K

September 5th, 2022

Dear Vangala Prashanth,

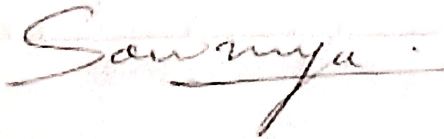
We are pleased to offer you a full-time employment position with Flyer Financial Technologies as **Software Engineer**. You will report to Vishaal Kant, Executive Director. You will have general responsibilities of developing, testing, documenting, and supporting our products and services including Co-Pilot, Certifyer, Daytona, FIX Engine, Engine Adapters and Modules, FTN, and client integrations. Your annual salary will be **Rs. 600,000** per year.

This offer is valid until, Thursday 8th of September 2022. Please accept this offer at your earliest convenience and be informed that this offer is contingent upon Background verification and Clearing all Undergraduate examinations successfully.

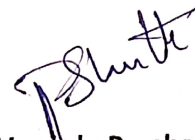
If you agree to these terms, we would like you to join our company on or before 1st of June 2023. Please submit the following documents to HR on or before June 1st, 2023:

1) a signed copy of this offer letter 2) photocopies of your educational certificates 3) technical certificates, if any 4) experience/relieving letters if any 5) two color passport-size photos 6) current address proof 7) photocopy of PAN card.

Thank you,



Sowmya Kambam
Managing Director
FIX Flyer Info Tech Pvt Ltd.



Vangala Prashanth
Date: 05/09/2022



Incture Technologies Pvt Ltd

No 27/ B, Konappana Agrahara, Begur Hobli,
Electronic City Bangalore Bangalore KA 560100 IN

Phone +91-80-67833033

Email: Info@incture.com

CIN - U72200KA2005PTC037156

Aug 10, 2023

Mr.Kongala Saiteja

H.no: 4-3-185/21/WM/R,

Defence colony, Hayathnagar,

Hyderabad.(pin:-501505)

Hayathnagar501505

Dear Kongala,

We are pleased to extend to you an offer of employment with Incture Technologies as an **Trainee** on the following terms and conditions:

Training

You will undergo project specific training program and work on projects with the Company for **6 months** tentatively starting from **08/16/2023(MM/DD/YYYY)** and will be paid a stipend of **INR. 20000/-(Rupees Twenty Thousand Only)** per month during this period. However, the company reserves the right to extend the training for a further period of 6 months if your performance is not found satisfactory.

Place & mobility

You work location is **Bangalore**. During your employment with us, you may be required to travel/ relocate to various Client locations (within but not restricted to PAN India) based on the Company's business requirements.

Date of Employment

Upon satisfactory completion of the training period with a formal performance review, you shall be confirmed on the permanent roles of the Company. The exact dates will be intimated accordingly.

Notice period

During your training period your official notice period would be 90 days.

Confidentiality

This is a highly confidential and personalized plan. You are required to strictly maintain the confidentiality of and not to divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other person and/or any employee of the Company. Such disclosure will be viewed seriously, and you are liable for disciplinary action as per the Company guidelines.

Joining Documents

You are required to carry the following documents on the date of joining.

1. Originals and photocopies of 10th, 12th Marksheet and Certificates.
2. Originals and photocopies of all Graduate/ Post Graduate Marksheet and Certificates.
3. Pan Card
4. Aadhar Card
5. Permanent Address proof
6. 4 Passport size photographs



Incture Technologies Pvt Ltd

No 27/ B, Konappana Agrahara, Begur Hobli,
Electronic City Bangalore Bangalore KA 560100 IN

Phone +91 -80-67833033

Email: Info@incture.com

CIN - U72200KA2005PTC037156

Conversion to Full Time Employment

Upon Completion of your 6 months of Trainee Period, you will be under a performance evaluation process, after which you will be converted to a Full-Time employee with a designation of **“Associate Software Engineer.”**

As a **Full time Employee** your CTC(cost to company) will be **INR.7,00,000/- (Rupees Seven Lakhs Only)**, payable in accordance with our company’s standard payroll practices. Please refer to Annexure 1 for further details.

Kongala, we welcome you to Incture. We would appreciate your confirmed acceptance of the above by signing and returning us the scanned copy of this letter. Please be informed that the offer is valid if only accepted within three days from the date of issuance.

We look forward to a long-term mutual association.

For **Incture Technologies (P) Ltd.**

DocuSigned by: 10 August 2023
Nrusingh Samanta
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Nrusingh Prasad Bala Samanta
Associate Director - Talent Acquisition

I have understood the offer proposal and here by sign my acceptance.

Name:**Kongala Saiteja**

Signature: *Kongala Saiteja*
72B518C63D3146C...
Date: 11 August 2023

Annexure 1

Annual Compensation Structure			
Sl.	Salary Components	Monthly (INR)	Annually (INR)
1	Basic Pay (a)	23,438	281,250
2	Flexible Benefit Plan (FBP) (b)**	13,375	160,500
3	Special Allowance (c)	5,498	65,972
Total Salary (A)		42,310	507,722
4	Retiral + Benefits		
	<i>Provident Fund (Employer)</i>	2,813	33,750
	<i>Gratuity</i>	1127	13,528
5	Group Insurance	625	7,500
Total Retirals + Benefits (B)		4,565	54,778
Total Gross Pay (A+ B)		46,875	562,500
6	Target Variable Pay* (C)	NA	62,500
Total Cost to Company			625,000
Eklavya Bonus***			75,000
Total Rewards			700,000

* Target Variable pay will be governed by the Variable Pay policy of the Organization. Under the Eklavya program (Incture's Campus to Corporate Transition program), your eligibility for any performance-based payout starts post 24 months tenure as full-time employee. You shall be eligible for your first annual performance assessment will be conducted by July 2025.

** Flexible Benefit Plan (FBP) - refer to Annexure 2

*** As per the table above, you are also entitled for **Eklavya Bonus** of **INR75000/-** shall be paid out from 24 months onwards from the Date of Joining company as FTE.

Understanding Your Compensation

1. **Basic Salary:**

This is a fixed component paid to you based on prevailing market conditions under your revised compensation structure.

2. **Flexible Benefit Plan(FBP)**

FBP is a privilege over and above your Basic Salary designed to suit your earning in the best possible manner. All the components will be disbursed monthly. Tax will be deducted at source (TDS), as per the Income Tax guidelines. Your FBP is structured under: A) Allowances B) Reimbursements C) Special Allowance, details of which are given below.

A) Allowances

These components in your compensation are taxable and entitlement guidelines are detailed below. Please be aware, in the absence of any supporting documents, your tax liability will be higher.

A.1) House Rent Allowance is given to meet your cost of rental accommodation as applicable under tax guidelines.

A.2) Leave Travel Allowance is a domestic travel allowance given to encourage personal vacation travel. It covers the cost of travel and does not include food, accommodation etc and includes only your immediate family members, i.e. parents, children and spouse.

A.3) Food Coupons are prepaid meal vouchers introduced new in your compensation structure. Vouchers are provided to you through 'Sodexo' that can be used at various restaurants or retail stores to enable cashless purchase of food or food items. You are required to collect the coupons from the Human Resources team every month. This is a standard component of your compensation, and you are automatically enrolled into the Company's prevailing scheme.

B) Reimbursements

Reimbursements are benefit entitlements designed to complement your compensation structure as per eligibility. These entitlements must be supported with original bills.

B.1) Communication Expense Reimbursement is provided to enable you to support smooth business operation under our 'Mobile Office Program' (MOP) and covers voice calls, 3G, data card and internet. Your maximum claim cannot exceed the entitlement as per the Flexible Benefit Plan towards these expenses.

B.2) Books and Periodicals expense reimbursement is provided to support you to claim, purchase expenses towards the books and periodicals for business purpose. Only genuine Books bills should be submitted. The bills should clearly have an explanation substantiating the business purpose and it should be in the name of the employee.

B.3) Vehicle Maintenance, Fuel Reimbursement and Driver Salary is provided to you as per eligibility. The Vehicle must be registered only in your /Employee's Name. You are required to submit a copy of their car/4-wheeler registration papers to the payroll team before claiming expenses.

No other fuel or maintenance bills of vehicle can be claimed, other than the one registered in the employees name whose RC copy has been submitted.

You will be required to provide the Driver's driving license copy and Invoice to claim the driver's salary reimbursement.

C) Special Allowance

Special Allowance is your remaining FBP that forms a part of your taxable income.

D) Standard Allowance

As per the revised amendments to Section 17(2)(viii) of the Income-tax Act, 1961, an amount of INR 50,000 has been exempted from tax under standard allowance. This is in lieu of medical and conveyance allowance.

3. Probation

You shall serve a probationary period of 6 months from the date of joining. Upon satisfactory performance of a formal performance appraisal, you shall be confirmed in the permanent establishment of the Company.

3.1 During probation and post confirmation your official notice period would be 90 days.

4. Retiral

These are entitlements and contributions towards Provident Fund (PF) and Gratuity to avail retirement and service-related benefits. You are enrolled into the scheme in accordance with the Company's policy and under the statutory provisions of the PF Act and Payment of Gratuity Act.

5. Group Health Insurance coverage

The Company covers Employee (self), Spouse and 2 Children (only) under the Group Medical Coverage (GMC). Group Personal Accident (GPA) is for Employee (self) as per the prevailing Company policy. Details of the coverage are mentioned below.

5.1 Group Medical Insurance with a maximum coverage of INR. 8 Lakh - per annum **Floater Policy**.

- a. Group Medical Insurance coverage includes **Employee, Spouse and Children (2only)**.
- b. If Unmarried only Employee is covered as default.
- c. Co-pay(**90:10**) applicable for Spouse and Children on/during hospitalization.
- d. Coverage of dependent parents(parents and parent in-laws) is **optional**. If enrolled the premium amount is borne by the employee. Once enrolled, names **cannot** be deleted/changed during the fiscal year. Premium amount will be auto deducted via payroll in 3 **equal installments**
- e. 10% Co-Pay is not applicable for Parents and Parents In-Laws.

5.2 Group Personal Accident with a maximum coverage of INR.20 Lakh - per annum for Employee/self.

6. Target Variable Pay:

Target Variable Pay is a potential earning on your individual performance and is determined based on your most recent performance rating and the Company's performance. Your VP can range anywhere from 0 to 100% and will be paid out subject to you being on the rolls of the company on the date of disbursement of these pay-outs. The amount will be prorated based on your tenure in the company during the year. Minimum eligibility to participate in the VP program requires you to be on the rolls of the Company for at least 24 months after being converted to a full-time employee. The Company may, at any time at its sole and absolute discretion, amend, suspend, vary, and modify any of the terms and conditions of the IVP Policy.

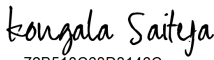
7. Performance Management:

We will be working closely with you to ensure that you are trained and mentored well to be able to perform well on the job. Your manager will be conducting regular feedback sessions and help you scale up to meet the project expectations. You will be eligible for a salary revision only after the end of your Eklavya time period of 2 years.

8. Confidentiality:

This is a highly confidential and personalized plan. You are required to strictly maintain the confidentiality of and not to divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other person and any employee of the Company. Such disclosure will be viewed seriously, and you are liable for disciplinary action as per rules of the Company.

I hereby agree to accept the terms and conditions of employment outlined above.

DocuSigned by:

72B518C63D3146C...
Kongala Saiteja

11 August 2023

Date

Annexure 2

Flexible Benefit Plan 2022			
	Flexible Benefit Plan (2022)	Entitlement	Supporting Documents required
1	House Rent Allowance (HRA)	40% of Basic Salary	Declaration Rent receipt, Lease agreement, PAN Card of Lesser(House owner)
2	Communication Expense reimbursement	500	Declaration Original bills required
3	Leave Travel Allowance (LTA)	1,000	Declaration Original tickets/Boarding pass required
4	Fuel Reimbursement	1,500	Declaration Fuel bills (RC copy Vehicle No Employee Name)
5	Vehicle Maintenance	500	Declaration Original bills (RC copy Vehicle No Employee Name)
6	Books & Periodicals	500	Declaration Original bills Employee Name
7	Food Coupons	INR.1100/ & INR.2200/-	Automatic enrollment in the prevailing scheme
8	Standard Allowance	INR. 50,000/- annually	No documents required
	Special allowances	Rest of Flexible Benefit Plan (FBP)	



Incture Technologies Pvt Ltd

No 27/ B, Konappana Agrahara, Begur Hobli,
Electronic City Bangalore Bangalore KA 560100 IN

Phone +91 -80-67833033

Email: Info@incture.com

CIN - U72200KA2005PTC037156

Aug 10, 2023

Private and Confidential

Employment Contract Agreement

Mr. Kongala Saiteja

H.no: 4-3-185/21/WM/R,

Defence colony, Hayathnagar,

Hayathnagar Hyderabad 501505

Dear Kongala,

Your employment at Incture Technologies Private Limited (hereinafter referred to as "Company") is on the following terms and conditions.

1. Place of work & Mobility

You have been offered a full-time position in the role of **Trainee** (Job Grade- **G0**) effective from **08/16/2023(MM/DD/YYYY)**, at **Bangalore**. You may be required to serve the Company, or any of its subsidiaries or associated companies, in any location within or outside of India. You will automatically be governed by the policies and service conditions applicable to new assignments & locations, in addition to what is mentioned here.

2. Working hours

As a full-time employee, you are expected to clock minimum **45 working hours per week**. You may be required to work in shifts and/or in extended working hours, as per the business needs.

3. Leave

Company's leave policy shall apply to your employment, and may be modified by Company at any time, in its sole discretion, upon notice to you.

4. Confidentiality

4.1 You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of Company and its affiliates and their Employees, Contractors and/or Customers. At any time during the term of your employment, you agree to execute non-disclosure agreements or similar agreements required by the Company and its affiliates and their Employees, contractors and/or clients with respect to such Confidential Information.

4.2 You shall not disclose or divulge any confidential information related to the Company's business or its Customers business which may come to your knowledge or possession during the tenure of your employment, and which should not be disclosed or made public in the course of proper execution of your duties.

4.3 You shall undertake not to make copies or duplicates of confidential or sensitive property or material including but not limited to access cards, photographs or such other proprietary information relating to the Company's business.

5. Background Verification (BGV) and Reference Checks

As a part of the joining formalities, the company, at its discretion, conducts background verification checks to validate the details of education as well as previous employment furnished by you. The required documents for BGV (as listed in the BGV portal) have to be submitted within the stipulated timelines. In addition, the company at its discretion, will conduct verification checks on your identity, address proof and criminal records. In the event that the background verification checks raise any concern regarding your details, the company reserves the right to ask you for evidence, to substantiate the details to the satisfaction of the company, the company reserves the right to take appropriate action against you, including, but not limited to, termination of your employment.

6. Salary Revision and Role Change

Your merit, performance and contribution to the company will be few of the most important considerations for salary increments and promotions. Salary revision and role change will be based on the Company's Performance Management System. Salary revision shall not be automatic and shall depend on factors like Company's performance, your individual performance, behavior and conduct during the period under the review as per the Company's Policy as may be applicable from time to time.

7. Intellectual Property Rights

The Company retains ownership of the intellectual property rights relating to inventions, patents and copy rights concerning work undertaken while in the employment of the Company and you shall cooperate fully in transferring, registering or in any way securing such rights for the benefit of the Company and / or defending such rights as may be required by the Company.

8. Performance of duties & conflict of interest

Your position is a whole-time employment with us and you shall devote yourself exclusively to the business of the company. You shall observe the following conditions strictly.

8.1 You shall at all times, be required to carry out such duties and responsibilities as may be assigned to you by the Company and shall diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the company.

8.2 You shall not perform any freelance or consulting work during your employment with us, from within or outside the Company premises, whereby you may earn or receive, directly or indirectly any monetary benefit.

- 8.3 You shall not, except with the written permission of the Company, engage directly or indirectly in any other business, occupation or activity, (not limited to independent Contractor, Employee, Consultant, Principal, Agent, Joint Venture, Director, Partner trustee) whereby you may earn or receive, directly or indirectly any monetary benefit.

9. Non-Compete

You are required, on behalf of Company, to provide services to, or solicit business from, various clients of Company (each such client hereinafter referred to as a "Customer"). In consideration of the above, you agree for a period of 12 months, following the completion of your employment with Company, that for any reason:

- 9.1 You shall not accept any offer of employment from any Customers, where you had worked in a professional capacity with that Customer in the 12 months immediately preceding the termination of your employment with Company.
- 9.2 You shall not accept any offer of employment from any other organization, if your employment with such organization, would involve you having to work with a Customer with whom you had worked in the 12 months immediately preceding the completion of your employment with Company.
- 9.3 You are restrained from soliciting or canvassing any Employee, Customer or partner of the company to work directly or indirectly with you in any capacity after you separation from the Company.

10. Separation

In addition to the provisions of separation provided elsewhere in this employment contract, the relationship between the parties can be terminated as follows:

- 10.1 During the probation period, either the company or you may at any time terminate this agreement by giving in writing to the other party one month's notice.
- 10.2 On completion of probation, this contract of employment is terminable by you, by giving 90 days' notice in writing to the Company. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under clause. Notwithstanding the above, the company may relieve you any time during the period of notice at its sole discretion.
- 10.3 Accrued leave is not to be offset from the notice period except with express written permissions of the Company. On termination of this contract, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, equipment, laptop, design documents, source codes, etc., belonging to the company and you shall not make or retain any copies of these items and continue to be bound by the terms of the agreement.

11.Termination

The Company shall have the right to terminate your employment without notice or payment in lieu thereof if:

- 11.1 You commit any material breach of any of your duties and responsibilities under this contract.
- 11.2 You are dismissed on grounds of misconduct, which contravenes the express or implied conditions of your employment.
- 11.3 You are charged with any criminal offense, which is prejudicial to the interests of the Company.
- 11.4 Your background check and / or reference check reveals falsified information that you have provided during your interview or in your joining application form.
- 11.5 Your performance is not found satisfactory and does not cover minimum performance requirements mentioned under the Company's Performance Management policy.

In specific cases, the Company may also choose to seek repayment of any valid expenses such as training, travel costs etc. Further the termination in these cases would be immediate and with no notice amount payouts.

12.Taxes

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes. The Company will make tax deductions of tax as required by the law. Any false declarations in respect of financial disclosures shall be a cause for termination at company's discretion. The Company shall not bear any personal income tax on salary; allowances or benefits paid or deemed to be paid to you.

13.Retirement

Subject to your physical fitness, mental fitness, compliance with our Policies, Code of Conduct and other rules of the company established from time to time and performance of your role, you shall retire on the last day of the month of your sixtieth birthday unless an earlier date is decided mutually or under a change in laws applicable to you. For the purpose of age calculation, the date of birth the official record of date of birth with the Company will be the same as specified by the Employee in the company application form at the time of joining.

14.Jurisdiction

Any dispute arising out of the employment terms of service shall be subject to the jurisdiction of a competent court within India.

15.Code of conduct

- 15.1 The Company has its code of conduct, which consists of all the company's policies, rules, regulations, and guidelines pertaining to the benefits, rights, obligations of the Employees (Code of Conduct) vis a vis the Company during the term of your employment with the Company.
- 15.2 Upon signing the copy of this letter, you shall be bound by the Company's existing code of conduct, which shall form an integral part of the contract. The Company reserves the right to make a new policy in this regard, modify and / or amend the Code of Conduct based on its current or future business necessities, statutory requirements or for any reason whatsoever. You are hereby made aware that, the above agreement to be bound by the Company's Code of Conduct shall include any amendments, modifications made and a copy of any such amendments, modifications, new policies will be sent to you before the same comes into force and on receipt of the same shall be deemed that you have accepted such amendments, modifications and new policies and agree to be bound by it.
- 15.3 In the event of you committing a breach of any of the obligations imposed upon you under the Code of Conduct or any new policy of the Company, the same shall be treated as a material breach and the Company reserves the right to terminate your employment without notice or compensation thereof as per applicable laws.

16.Change in Terms and Conditions

The above terms and conditions of employment are specific to your employment in India and there can be changes to the said terms and conditions in case of the deputation on international assignments during the course of your employment.

17.Rules and Regulations of the Company

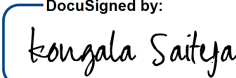
Your employment will be governed by the policies, rules, regulations, practices, processes, and procedures of Company as applicable to you and the changes therein from time to time. Your service may be terminated / determined if you fail in any way to comply with this contract of employment.

18.Warranties

- 18.1 You warrant that your employment Company will not violate or otherwise conflict with any agreement to which you are or have been a party to.
- 18.2 You warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with company / (s), person(s) or entity / (s) that previously employed or contracted with and that any previous employment contract and/or relationships have terminated and/or expired prior the effective start date at the Company.
- 18.3 You warrant that you have not and will not inappropriately, or attempt to, use, or disclose any confidential or proprietary information obtained from a third party or otherwise.
- 18.4 You warrant that you will comply with all of Company's policies and standards (including the Company's Code of Business Ethics) in effect from time to time and shall perform your services in a professional manner and in a manner consistent with the ethical and professional standards of Company or otherwise as applicable to the services provided by you hereunder.
- 18.5 You warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to perform the services lawfully and rightfully as required hereunder.

Acknowledgement

I acknowledge that the non-solicitation and non-competition covenants I am providing in this Agreement are reasonable and necessary to protect the legitimate interests of the Company. I hereby agree to accept the terms and conditions of employment outlined above.

DocuSigned by:

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Kongala Saiteja

11 August 2023

Date:

CONFIDENTIALITY, NON-DISCLOSURE AND INTELLECTUAL PROPERTY ASSIGNMENT AGREEMENT

This Confidentiality, Non-Disclosure and Intellectual Property Assignment Agreement is entered into this **16th day of August 2023** by and between Incture Technologies (P) Ltd., a company incorporated under the laws of India with its principal place of business at Incture Technologies Pvt Ltd, No 27/B, Konappana Agrahara, Begur Hobli, Electronic City Bangalore, Bangalore, KA 560100 IN (hereinafter referred to as “Incture”), and **Mr. Kongala Saiteja, S/o Mr. Kongala Saidulu**, currently residing at **H.no: 4-3-185/21/WM/R, Defence colony, Hayathnagar, Hyderabad.(pin:-501505) Hayathnagar Hyderabad 501505** and permanently residing at **H.no: 4-3-185/21/WM/R, Defence colony, Hayathnagar, Hyderabad.(pin:-501505)**.

(Each a “party” and collectively, the “parties”)

1. “Inventions” herein shall mean collectively and individually all inventions, discoveries, developments, improvements, processes, formulae, algorithms, works of authorship including software programs, user interfaces, and innovations whether patentable or not, works of copyright or designs, which are conceived or made by the Employee, either alone or jointly with others / other employee/s, during the period of employment with Incture, whether or not made or conceived during working hours which: (A) relate in any manner to the existing or contemplated business or research activities of Incture Technologies, or (B) are suggested by or result from the Employee’s work at Incture Technologies ; or (C) result from the use of Incture’s time, materials, technology or facilities; or (D) any other work which is done off Incture’s premises.
2. “Confidential Information” herein shall mean any and all technical and non-technical information disclosed by Incture (“Disclosing Party”) to the Employee (“Receiving Party”) or that the Employee is exposed to or has access from the Disclosing Party or such other information that is marked or otherwise identified in writing by the Disclosing Party as confidential or proprietary and shall include, without limitation: (a) trade secrets, drawings, works of authorship, know-how, techniques, software programs and software source documents; (b) information regarding trade research, development, new service offerings and products, marketing and selling plans, business plans, budgets and unpublished financial statements, licensing and distribution arrangements, prices and costs, suppliers and customers; (c) the existence of any business discussions, negotiations or agreements of the Disclosing Party; (d) any information regarding the skills, compensation and any employment related issues of employees, contractors or other agents of the Disclosing Party; and (e) the Inventions.
3. The Receiving Party acknowledges that the Confidential Information is a valuable, special and unique asset proprietary to the Disclosing Party.

4. The Receiving Party agrees that the Receiving Party will not make use of, reproduce, disseminate, or in any way disclose to any person or entity, any Confidential Information of the Disclosing Party, except to the extent explicitly permitted by the Disclosing Party in writing.
5. The Receiving Party agrees that it shall treat all Confidential Information of the Disclosing Party with great degree of care and represents that it will exercise care for the protection of the Confidential Information of the Disclosing Party.
6. In addition to the responsibility not to disclose Confidential Information to any third party, the Receiving Party shall during the term of this Agreement be liable for any loss, theft or other inadvertent disclosure of Confidential Information attributable to the Receiving Party.
7. The Receiving Party must in any case have used not less than a reasonable degree of care, and, upon becoming aware of any inadvertent or unauthorized disclosure, notify the Disclosing Party thereof and take reasonable measures to mitigate the effects of such disclosure and to prevent any further disclosure.
8. The Receiving Party shall redirect any valid order by a court or other governmental body, as otherwise required by law, seeking disclosure of Confidential Information or any part thereof, to the Disclosing Party by explicitly informing such court or governmental body of the confidentiality obligations hereunder and the contractual obligation for redirecting as above. However, should any court or governmental body decline such request for redirection by the Receiving Party, then the Receiving Party shall forthwith intimate the Disclosing Party of the same to facilitate the Disclosing Party initiating requisite measures to attend to or otherwise deal with the orders of such court or governmental body.
9. All Confidential Information and materials furnished to the Receiving Party by the Disclosing Party shall remain the property of the Disclosing Party. The Receiving Party shall promptly return to the Disclosing Party all documents and any tangible material or medium containing or representing such Confidential Information, upon demand by the Disclosing Party or upon termination of employment of the Receiving Party.
10. The Receiving Party shall not acquire any licenses under or claim rights over any intellectual property rights of the Disclosing Party under this Agreement, regardless of such intellectual property having been registered, pending registration or unregistered or such intellectual property is protected as a trade secret of the Disclosing Party.
11. The Receiving Party acknowledges and agrees that any inadvertent or unauthorized use or disclosure of Confidential Information will cause irreparable damage to the Disclosing Party for which monetary damages would not provide adequate relief. Therefore, in addition to all other available remedies, the Disclosing Party shall be entitled to seek suitable injunctive relief to remedy a perceived, threatened or actual unauthorized disclosure of Confidential Information.
12. The Receiving Party's obligations under this Agreement shall continue even after the termination of the Receiving Party's employment with the Disclosing Party.

13. The Employee agrees that all Inventions and any moral rights associated with any of the Inventions shall be the exclusive property of Incture Technologies and that the same shall stand assigned irrevocably and without further consideration to the company by virtue of this Agreement. The Employee acknowledges that any original work of authorship of the Employee is a work made for hire for Incture Technologies. In particular, the Employee agrees;
- (i) To promptly disclose in writing to Incture Technologies all Inventions.
 - (ii) To execute any assignments, at Incture Technologies' request and expense, to any such Inventions and execute, acknowledge and deliver such other documents and take such further action as may be considered necessary by Incture Technologies, at any time during or subsequent to the Employee's period of employment with Incture Technologies, to obtain and defend patent in any and all countries or to vest title in such Inventions in Incture Technologies or its successors and assigns. The Employee agrees to keep and maintain adequate and current written records of all Inventions made by the Employee (solely or jointly with others) during the term of his employment with Incture Technologies. The records will be in the form of notes, sketches, drawings, and any other format that may be specified by Incture Technologies and in the absence of such specifications, in any unencrypted readable form. The records will be available to and remain the sole property of Incture Technologies at all times.
 - (iii) to assist Incture Technologies, or its designee, at Incture Technologies' expense, in every proper way to secure Incture Technologies' rights in the Inventions and any copyrights, patents, mask work rights or other intellectual property rights relating thereto in any and all countries, including the disclosure to Incture Technologies of all pertinent information and data with respect thereto, the execution of all applications, specifications, oaths, assignments and all other instruments which Incture Technologies shall deem necessary in order to apply for and obtain such rights and in order to assign and convey to Incture Technologies, its successors, assigns, and nominees the sole and exclusive rights, the title and interest in and to such Inventions, and any copyrights, patents, mask work rights or other intellectual property rights relating thereto. The Employee further agrees that the Employee's obligation to execute or cause to be executed, when it is in the power of the Employee to do so, any such instrument or papers shall continue after the expiration or termination of the Employee's employment with Incture Technologies. If Incture Technologies is unable, because of the Employee's mental or physical incapacity or for any other reason, to secure his/her signature to apply for or to pursue any application for any patents or copyright registrations covering Inventions or original works of authorship assigned to Incture Technologies as above, then the Employee hereby irrevocably designates and appoints Incture Technologies and its duly authorized officers and agents as the Employee's agent and attorney in fact, to act for and in the Employee's behalf and stead to execute and file any such applications and to do all other lawfully permitted acts to further the prosecution and issuance of letters patent or copyright registrations thereon with the same legal force and effect as if executed by the Employee.

- (iv) that during and after the term of Employment, the Employee will not remove from Incture Technologies' premises any documents, records, files, notebooks, correspondence, computer printouts, computer programs, computer software, price lists, microfilm, or other similar documents containing Confidential Information, including copies thereof, whether prepared by him/her or others, except as his/her duty shall require, and in such cases, will promptly return such items to Incture Technologies.
- (v) that upon termination of his/her employment with Incture Technologies, the Employee shall deliver promptly to Incture Technologies all documents, records, files, notebooks, correspondence, computer printouts, computer programs, computer software, price lists, microfilm, or other similar documents containing Confidential Information, including copies thereof, which are the property of Incture Technologies or which relate in any way to the business, products, practices or techniques of Incture Technologies, and all other property, trade secrets, Confidential Information of Incture Technologies, which in any of these cases are in his/her possession or under his/her control.
- (vi) that Incture Technologies shall have the right to specifically enforce the Employee's obligations hereunder.

14. The Employee acknowledges and agrees that any breach or anticipated or threatened breach of any of the Employee's covenants contained herein will result in irreparable harm and continuing damage to Incture Technologies and its business and that Incture Technologies' remedy at law for any such breach or anticipated or threatened breach will be inadequate and, accordingly, in addition to any and all other remedies that may be available to Incture Technologies at law or in equity in such event, any court of competent jurisdiction may issue a decree of specific performance or issue a temporary and permanent injunction, without the necessity of Incture Technologies posting bond or furnishing other security and without proving special damages or irreparable injury, enjoining and restricting the breach, or threatened breach, of any such covenant, including, but not limited to, any injunction restraining the Employee from disclosing, in whole or part, any Confidential Information.

15. MISCELLANEOUS:

1. All notices to be issued under this Agreement shall be issued to the address detailed hereinabove, unless otherwise notified by either party in writing.
2. All notices and communications required to be given under this Agreement shall be given in writing only.
3. Any amendment to this Agreement shall be carried out only in writing and such amendments shall form part and parcel of this Agreement.
4. This Agreement constitutes the entire agreement between the parties and pertains to the subject matter hereof and supersedes in entirety over all other previous written or oral agreements between the parties.
5. If any provision of this Agreement is determined to be unenforceable for any reason, then the remaining provisions hereof shall remain unaffected and continue to operate in full force and effect.
6. This Agreement will be governed exclusively by the Laws of India and courts at Bangalore alone shall have jurisdiction to entertain any disputes relating to the subject matter of this Agreement, including the enforceability of this Agreement.
7. The Employee has executed and delivered this Agreement as his/her free and voluntary act, after having determined that the provisions contained herein are of a material benefit to him/her, and that the duties and obligations imposed on him/her hereunder are fair and reasonable and will not prevent him/her from earning a comparable livelihood following the termination of his/her employment with Incture Technologies.
8. The Employee has read and fully understood the terms and conditions set forth herein, has had time to reflect on and consider the benefits and consequences of entering into this Employment Agreement, and has had the opportunity to review the terms hereof with an attorney or other representative, if he/she so chooses.

IN WITNESS WHEREOF, the parties have executed this Agreement in duplicate as of the Effective Date.

Incture Technologies (P) Ltd.

DocuSigned by:
Nrusingh Samanta
10 August 2023
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Represented By:

Nrusingh Prasad Bala Samanta**Associate Director - Talent Acquisition**

Employee: **Kongala Saiteja**
Date: 11 August 2023
DocuSigned by:
Kongala Saiteja
72B518C63D3146C...

APPOINTMENT LETTER

7/31/2023

Nachika T
EE No: 57013

Madhapur, Hyderabad, Pin- 500081
Dear Nachika,

It is with great pleasure that we offer you an opportunity for a full-time employment in the position of **Solutions Engineer, I**, in **Grade 64**, with Synopsis (India) Private Limited (hereinafter "Synopsis" or the "Company").

Please review this document (letter agreement) carefully. On your acceptance of our offer for employment, please sign and return this letter agreement to Human Resource Department. Upon doing so, it will become a binding contract between you and the Company.

1. RESPONSIBILITIES

Your primary responsibility will be as **Solutions Engineer, I** in the . The Company reserves the right to change your role, position, department, reporting structure, duties and/or responsibilities from time to time. The Company also reserves the right to change your work / shift timings as the Company may deem appropriate. This may include working in night shifts and/or during weekends.

2. SUBMISSION OF DOCUMENTS

You will be required to submit the documents listed in Schedule A to the Human Resources Department on or before your first day of employment with the Company.

3. COMMENCEMENT OF EMPLOYMENT

Should you accept our offer, your employment with the Company shall commence on such date as indicated by the Company and shall continue until terminated by either party.

4. LOCATION

Your initial appointment and location of employment will be at the office of the Company located in **Hyderabad** and thereafter at locations as may be required by the Company from time to time. You hereby provide your consent to the Company to relocate or change your work to another location, department, project, branch, or affiliate, as the Company may deem fit and necessary from time to time. The Company may also require you to make visits and travel both within India and overseas, as may be necessary for the proper discharge of your duties.

5. PROBATION

You shall be on probation for a period of 6 months from the date of joining the Company, which period may be extended or reduced by the Company in writing at its sole discretion ("Probationary Period"). Upon successful completion of the Probationary Period, your employment with the Company shall automatically be deemed to have been confirmed unless the Company terminates your employment in accordance with Section 12 below.

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6. COMPENSATION

In consideration of the services and obligations to be rendered by you, as per the terms and conditions contained herein, you shall be eligible to receive an all-inclusive remuneration (on a cost-to-Company basis). Such remuneration shall be subject to all applicable statutory withholdings, contributions, and deductions (including for provident fund and employee welfare fund), as applicable under law or Company policies. The Company reserves the right to change the remuneration structure from time to time.

Additionally, you may be eligible to participate in the Variable Compensation Plan and Over Achievement Bonus Plan, and contributory employee sponsored welfare fund, details of which may be provided to you upon joining.

If you are eligible, your Variable Compensation Plan and Over Achievement Bonus Plan, shall include any statutory bonus. However, during the years in which you do not qualify to earn any payments under the Variable Compensation Plan and Over Achievement Bonus Plan, you may be eligible to receive a minimum payment amount, which shall be equivalent to the minimum amount of statutory bonus.

Please refer to Annexure I for remuneration and Variable Compensation Plan.

If you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.

7. BENEFITS

- (a) To the extent you are eligible, you shall be entitled to participate in the Company sponsored / administered benefits programs, including hospitalization, life and personal accident insurance plans, in accordance with the terms and conditions of Synopsys India. Detailed information about employee insurance plans will be provided to you upon the commencement of your employment. All such benefits will be provided in accordance with, and will be governed by, the relevant formal plan document(s) or policy(ies). The Company reserves the right to unilaterally revise any part of the standard benefit package or to eliminate any benefit there under altogether at any time, with or without notice. Please refer to Annexure II for Currently Applicable benefits
- (b) As a full-time employee, you shall be entitled to leave as per Company policies as applicable from time to time. You shall also be eligible for the declared holidays as applicable to you based on your location.

8. DUTY OF LOYALTY

- (a) **Best Efforts:** You shall devote all your skill, knowledge and working time to the conscientious performance of your duties and responsibilities towards the Company. You shall perform your duties with diligence, devotion, and discretion. Since our offer is for a full-time employment position with the Company, while in the employment of the Company, you are not allowed to be employed in any other organization on a permanent, temporary or part time basis, to offer your services with or without consideration to any physical person, legal entity or public authority, or be occupied in your own business, without the prior written consent of the Company.
- (b) **Exclusivity of Service:** During your employment, you shall not undertake any other business or occupation or become a director, officer, employee, consultant, advisor, shareholder, partner, proprietor, or agent (as the case may be) of any other company, firm or individual, without the prior written consent of the Company.

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- (c) **Authority:** During your employment, you will not enter into any contract, agreement or arrangement with any person or entity that binds the Company or creates any liability or obligation (financial or otherwise) upon the Company, without obtaining a specific prior written permission from the Company. You shall also not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company.
- (d) **Disclosure of Conflict:** You are required to disclose to the Company, in writing, all of your business interests, if any, whether or not they are similar to or in conflict with the business(es) or activities of the Company and all circumstances, in respect of which there is or there might, in the future, be a conflict of interest between the Company and you. You agree to disclose fully to the Company in writing any such interests or circumstances which may arise during your employment immediately upon accruing of such interest or occurring of any such circumstances.
- (e) **Communication with Media:** You shall not communicate with the media or journalists in relation to the Company, its affiliates, or their business or activities, without the Company's prior permission.
- (f) **Representations & Covenants:** You represent to the Company that you have not appropriated any confidential, proprietary or trade secret information (including but not limited to written information, information contained in computer storage systems or information compiled or stored in any other manner) from any third party (including but not limited to any former employer), except as may have been expressly permitted in writing by such third party or its authorized representative. You covenant to the Company that you shall not appropriate any such information from any third party prior to joining the Company or at any time thereafter. You shall not disclose to the Company or its affiliates, or otherwise use during the course of your employment with the Company, any confidential, proprietary or trade secret information of any third party which you may possess, without such written permission.
- (g) **Defamation:** During the term of employment and at all times thereafter, you will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.

9. CONFIDENTIAL INFORMATION AND INVENTIONS ASSIGNMENT AGREEMENT

As a condition of your employment with the Company, on or prior to joining the Company, you will be required to sign and always comply with the provisions of, the Confidential Information and Inventions Assignment Agreement ("Agreement"), as provided in Schedule B. In the event of any conflict between the provisions in Schedule B and the Agreement, the provisions of the Agreement shall prevail.

10. COMPANY POLICIES, CODE OF CONDUCT AND COMPLIANCE WITH LAWS

- a) You agree to observe and abide by all Synopsys India policies applicable including the Company's Employee Handbook, and any other regulations, rules, and policies, as amended from time to time by the Company, as well as any other regulations issued in the future by the Company. Please visit the following link for a copy of the current applicable policies:
http://teamhr/ES/Pages/EmployeeServices_India.aspx In addition, you agree to comply with the Company's Standing Orders as may be applicable from time to time.
- b) Upon employment, you will sign and comply with the Synopsys India Code of Ethics and Business Conduct which is an integral and critical condition of your employment with the Company.
- c) Synopsys India may, in its sole discretion and unilaterally, amend the terms of your employment as contained in this offer letter, your compensation and benefits and any and all policies as may be applicable to you from time to time.

11. DATA PRIVACY

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- a) You hereby explicitly and unambiguously consent to the collection, use and transfer of your personal data (including personal sensitive data) by and among members of the Company and its affiliates.
- b) You understand and accept that the Company or any affiliate may hold, retain, use and periodically transfer certain personal information about you, including, but not limited to, your name, home address and telephone number, date of birth, salary, nationality, job title, residency status for the purpose of implementation, administration and management of the employment and related purposes.
- c) You accept that the recipients may be located in India or any other country which may have different data privacy laws applicable.

12. EMPLOYMENT TERMINATION

- a) **Termination by either party during probation period:** During the probationary period, (i) should you wish to terminate your employment, you may do so by giving a fifteen (15) days' notice in writing to the Company and (ii) the Company shall be entitled to terminate your employment immediately without giving you any notice or pay in lieu of notice.
- b) **Resignation:** After successful completion of your probation period, you may voluntarily resign or terminate your employment with the Company by giving the Company 60 days' notice in writing, unless otherwise mutually agreed. In case you have given a notice to resign or terminate your employment, the Company may, at its sole discretion, require you to (i) leave service at any time during the notice period without any salary in lieu of notice or pro-rated salary for the balance unexpired portion of the notice period and/or (ii) take your accrued but unused leave days during the notice period.
- c) **Termination by Company:** After confirmation of your employment with the Company, except as otherwise set forth herein, your employment may be terminated by the Company by giving you 60 days' notice in writing, or with immediate effect upon giving you salary in lieu of the notice or pro-rated salary for the balance notice period in case you have been permitted to work during the notice period.
- d) **Suspension or Termination for Misconduct:** Notwithstanding the aforesaid or anything else to the contrary, the Company may suspend, dismiss, discharge or terminate your employment with immediate effect by a notice in writing (without salary in lieu of notice), in the event of (i) fraudulent, dishonest or undisciplined conduct by you, (ii) you committing a breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's property, (iii) your insubordination or failure to comply with the directions given to you by persons so authorized, (iv) your insolvency or conviction for any offence involving moral turpitude, (v) your breach of any terms or conditions of your employment, the Agreement, the Company's policies or other documents or directions of the Company, (vi) you going on or abetting a strike in contravention of any law for the time being in force, (vii) you conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients or (viii) misconduct by you as provided under the labor laws and/or in the Company policies, Standing Orders (if applicable) or Employee Handbook.
- e) **Abandonment of Employment:** Absence for a continuous period of seven (7) days from work without prior written approval (including due to unapproved overstay of leave/ training), would be construed as your abandonment of employment and your service with the Company shall automatically cease.
- f) **Garden Leave:** The Company reserves the right to place you on garden leave at any time during your employment or notice period. You shall continue to be employed with the Company during the period of garden leave and the Company shall pay you salary and applicable benefits during such period of garden leave. During the garden leave period, the Company in its sole discretion may: (i) cease to vest in or assign to, you any powers or duties or to provide any work to you; (ii) change your duties in whatever way the Company decides is appropriate; (iii) require that you do not contact or communicate with any current, former or proposed clients, customers, employees, or vendors of the Company; (iv) exclude you from the premises of the Company; and/or (v) announce to employees, clients, customers, vendors, etc.

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of the Company that you have been given notice of termination or resigned (as the case may be). You hereby acknowledge and confirm to comply with any additional conditions laid down by the Company during the period of garden leave and accept that your duties of confidentiality and good faith continue to apply, together with all the duties and obligations towards the Company.

- g) Return of Property and Separation and Release Agreement:** Upon termination of your employment with the Company, you shall forthwith return to the Company all the assets and property of the Company (including all IP and any leased properties), documents, files, books, papers, information, memos, or any other property of the Company in your possession or under your control. Further, the Company may require you to sign a Separation and Release Agreement without any additional compensation. If any Letter of Authority or Power of Attorney is issued to you, you will undertake to return it on demand or on termination of your employment with the Company.
- h) Retirement:** You will automatically retire from the Company on attaining the age of 60 (sixty) years. An extension may, however, be given at the discretion of the Company.

13. DISPUTE RESOLUTION

- a) The parties agree that at all times; all attempts shall be made to resolve all differences howsoever arising out of or in connection with your employment, by discussion. If within fifteen (15) days of the commencement of the discussions the dispute is not resolved the dispute shall be referred to arbitration, provided that:
- (i) Arbitration shall be conducted in accordance with the provisions of the Indian Arbitration and Conciliation Act, 1996 ("ACA").
 - (ii) There shall be one arbitrator appointed jointly by the parties, failing which the arbitrator shall be appointed as per the provisions of the ACA.
 - (iii) Until the arbitration proceedings are complete, parties shall not take their disputes to a Court of Law. All hearings shall be held in English and the seat and place of arbitration shall be in Hyderabad.
- b) Notwithstanding the aforesaid provisions, in the event of any breach or apprehended breach of your employment provisions, the Company shall be entitled, in addition to all other remedies, to an injunction, whether interlocutory or preliminary, restraining any such breach, without recourse to arbitration.

14. GENERAL PROVISIONS

- a) Successors and Assigns:** The terms and conditions of employment shall inure to the benefit of, and be binding on, you and the Company and our respective heirs, administrators, executors, representatives, successors and permitted assigns. The Company shall have the right to assign your employment to any affiliate or successor (whether direct or indirect, by purchase, amalgamation, arrangement, merger, consolidation or otherwise) to all or substantially all the business and/or assets of the Company. You, by your signature hereto expressly consent to such assignment. You shall not assign or transfer, whether absolutely, by way of security or otherwise, all or any part of your rights or obligations as an employee of the Company.
- b) Severability:** If any part of the terms and conditions of employment is found to be unlawful or otherwise unenforceable by any court of competent jurisdiction, that part will be severed from your terms and conditions of employment and the remainder will remain in full force and effect.
- c) Governing Law and Jurisdiction:** Your employment with the Company shall be construed in accordance with the laws of India and subject to arbitration, the courts in Hyderabad shall have exclusive jurisdiction in relation to any disputes.

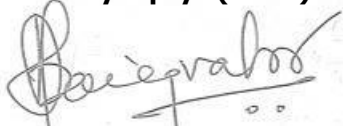
- d) **Entire Agreement:** These terms and conditions of employment supersede all prior agreements and constitutes the entire agreement between the Company and you with respect to your employment. Any and all previous agreements, written or oral, express or implied, between the Company and you, relating to your employment are superseded and replaced.
- e) **Modification of Agreement:** Any modification to the terms and conditions of employment must be in writing and signed by both you and the Company or it shall have no effect and shall be void.
- f) **Satisfaction of all Claims:** You agree to accept the pay in lieu of notice as described in Section 12 in full and final settlement of all amounts owing to you by the Company on termination, including any payment in lieu of notice of termination, and any other entitlement you may have under any applicable statute and any rights which you may have at common law and you hereby waive any claim to any other payments or benefits from the Company. In agreeing to the terms set out in this letter agreement, you specifically agree to execute a formal release document to that effect and will deliver upon request appropriate resignations from all offices and positions with the Company, if, as and when requested by the Company upon termination of your employment.
- g) **Salary Revision:** Your salary may be reviewed by the Company periodically as per the policy of the Company. Your increments. If any, in the grade are discretionary and will be subject to and on the basis of effective performance and results of the Company and yourself, besides overall economic factors.
- h) **Medical Fitness:** Your employment is subject to you being found always fit by a medical officer appointed / nominated by the Company. During the term of your employment with the Company, you are required to be medically fit to perform the services assigned to you from time to time. As to whether you are medically fit, is an issue which will be professionally determined by the Company, and you shall be bound by such determination. You may accordingly be required to undergo periodical medical examination as and when intimated to you by the Company.
- i) Conditionality: As a condition of employment with the Company, you are required to:
- i. Complete Synopsys India Application for Employment; and
 - ii. Execute the Company's:
 - Code of Ethics and Business Conduct
 - Confidential Information and Inventions Assignment Agreement
- j) **Feedback and Reference Checks:** Please note that our offer for employment with the Company is conditional upon satisfactory feedback from your references and necessary background, academic, medical, credit/financial, and criminal checks. Our offer is also contingent upon your full and complete disclosure to the Company of any and all agreements (non-competition, non-solicitation, employment, confidentiality or otherwise) with any prior employer, clients, principals, partners, or others which in any way limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Company. The Company reserves the right to withdraw its offer of employment without any obligation whatsoever; if it determines or believes that any contractual or other obligation may materially limit your ability to engage in business activities for the Company.
- k) **Confidentiality:** The terms and conditions of your employment, including the details of compensation & the job grade, is strictly private and confidential. Breach of this confidentiality obligation in any form (by way of disclosure to employees of Synopsys India or to anyone outside the Company) will be a deemed misconduct and may lead to disciplinary action including termination of your employment.

As a token of your acceptance of our offer and the terms and conditions of this letter, please sign in the space provided below and return the same to us within five days from the date of this letter. Our offer shall automatically lapse unless you confirm your acceptance of it and return a copy to us within the prescribed time.

In case you have any questions or would like to discuss the terms and/or conditions of this offer, please feel free to get in touch with me.

Sincerely yours,

For Synopsys (India) Private Limited



Aliva Panigrahy
Sr Mgr, Human Resources

Acceptance:

I have read, understood, and agree with the terms and conditions of this letter agreement. I have had a reasonable opportunity to consider the letter agreement and the matters set forth therein and I accept employment with Synopsys India Private Limited on the terms and conditions set forth in the letter agreement.

T Nachika

Name

31-07-2023

Date

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Annexure I

Compensation	Annual (in Indian Rupees)
Basic Salary (40% of Annual Base)	520000
House Rent Allowance (HRA (50% of Basic Salary)	260000
Flexi Benefit Plan *	457600
Company's contribution to Provident Fund (12% of Basic Salary) **	62400
Annual Base Salary	1300000

* You are eligible for a Flexible Benefit Plan up to an annual limit as specified above. You will be able to claim flexible benefit plan in the form of housing, leave travel assistance and other programs as approved by the Company. The Flexible Benefit Plan offered to you by the Company will be subject to Income Tax Act and relevant Rules.

** Contribution to the Provident Fund is mandatory as per the Employees' Provident Fund & Miscellaneous Provisions Act, 1952 ("PF Act") for all employees who draw monthly basic salary of up to INR 15000/- (or such increased limit as per law) OR have been members of the PF program as per PF Act in the past. As per law, both the employer and employee are expected to make an equal contribution to the PF. Currently the PF deductions are at 12% of monthly Basic Salary. Since this is a two-way contribution, figure mentioned in the calculations captured above is the Company's contribution to the PF only. Your contribution, an equal amount, will be deducted from your earning on a monthly basis in addition to the Company's contribution. Both, the employer's, and employees' contribution is deposited with the PF authorities on or before 7th of every month.

For employees who have not been a member of the PF scheme as per PF Act in the past employment history AND earn more than INR 15000/- (or such increased limit as per law) per month, the PF contribution is optional. They can exercise their option with respect to participation in the program, as per PF Act. Options are as follows:

- Stay out of the purview of the PF Act.
- Participation in PF scheme with a ceiling of INR 15000/- (or such increased limit as per law) Basic Salary per month. So, any amount in excess of INR 15000/- (or such increased limit as per law) Basic Salary per month will NOT be subjected to PF contribution.
- Participation in PF scheme without any ceiling. So, participate by making PF contributions against entire Basic Salary drawn per month.

The above options are not available to 'international workers' (as per PF Act) since their PF contributions are required to be in compliance with applicable law. In such cases, the above compensation table shall be updated by the Company to reflect higher PF contributions by reducing certain amounts from your Flexible Benefit Plan.

Note: All payments and benefits shall be subject to tax to be deducted at source by Synopsys India. In case of any shortfall in tax withholding, you shall be responsible to pay the differential amounts. Synopsys India reserves the right to revise salary and/or your compensation structure from time to time. In addition, you provide your consent to Synopsys India to add to or increase the amount of contributions / deductions (including provident fund contributions and deductions for any Synopsys employee welfare fund contributions), as may be required by applicable law or Synopsys India policies, in which the salary / Target Employee Cost components shall be reduced proportionately.

Variable Compensation Plan:

CIP @ 8% (Discretionary)	104000
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SNPS Variable Pay Program (CIP): Subject to the terms of the variable compensation plan, you will be eligible to participate in the Corporate Incentive Plan (CIP). The target incentive eligibility will be 8% of your Annual Base Salary. Details of the Plan will be available to you on joining. Please note that the amount is payable at the sole discretion of the Company and subject to achievement of the parameters as laid down in the variable compensation plan.

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Annexure II

CURRENTLY APPLICABLE BENEFITS*

- Gratuity @ 15 days of Basic Salary after 3 years, @22 days of Basic Salary after 4 years and @ 30 days of Basic Salary after 5 years and more
- Life Insurance cover as per Company Program
- Personal Accident Insurance as per Company Program
- Hospitalization Insurance cover of up to Rs 3,00,000 for you and family members (max. 6 members)
- Loan as per Company policy
- Leave Program (Annual / Casual / Sick)
- Wellness Program
- Employee Stock Purchase Program
- Lunch and snack facility.

1. Gratuity in accordance with the provisions of the Payment of Gratuity Act, 1972 ("**Gratuity Act**"). As per the Gratuity Act, gratuity is payable to employees only on the completion of continuous service of at least 5 years with the Company and is computed at the rate of 15 days' basic salary for every completed year of service, subject to the limit prescribed by law. As per the Gratuity Act, employees shall not be eligible to receiving any gratuity if the duration of the continuous service is less than 5 years. However, the Company has considered its obligations under the Gratuity Act and modified its policy to be more beneficial to employees. As per the Company's policy, an employee's entitlement to gratuity shall be as follows: After 3rd year @15 days of basic salary, @22 days for 4th year, @30 days for =or> 5 years, subject to the limit under the Gratuity Act.

2. Group life insurance coverage at Three Times Fixed +Target Variable Compensation

3. Personal Accident Insurance coverage for you at Three Times Fixed + Target Variable Compensation

4. Hospitalization Insurance coverage for up to INR 300,000 for Employee, spouse, dependent parents, OR Parents-in-Law and 2 children subject to a limit of 6 persons.

5. Employee loan as per Company policy with up to 100% interest subsidy.

6. Up to 30 days of privileged leave can be encashed during separation.

7. You are entitled to 15 days of Annual Leave, 10 days' Casual leave and 15 days of sick leaves, per year, to be availed in accordance with Company policy.

8. Health Management reimbursement of up to Rs. 15,000/- per annum to employees to pro-actively take care of their health & fitness.

9. Employees may be eligible to participate in Employee Stock Purchase Plan of Synopsys, Inc. Details of the Plan will be available to you after commencement of employment with Synopsys India.

In addition, Synopsys India also offers Superannuation, National Pension Scheme and contribution to Voluntary Provident Fund and Employee-led Synopsys India Welfare Fund (for which Synopsys can deduct from your wages).

* Please note that the entitlement of the above-mentioned benefits is subject to applicable Company policies and may change from time to time. Synopsys India reserves the sole right and discretion to modify or withdraw the benefits set out in this Annexure II, without any liability or obligation upon the Company.

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Schedule A

List of documents / information to be submitted by the individual to the Company prior to joining:

1. Original Relieving Letter from all your previous employer(s)
2. Original Experience Letter from all your previous employer(s)
3. Copy of your most recent passport
4. Originals of professional qualification certificates
5. Copy of most-recent pay slip issued by existing / previous employer
6. Details of your existing provident fund account number, if any /UAN#
7. Copy of Permanent Account Number (PAN) card
8. 3 recent passport-sized photographs
9. Proof of address
10. Resignation acceptance from your previous employer
11. Proof of Age
12. Marriage Certificate (if married)
13. Form 16 of the current year or statement of computation of income tax, as issued by your previous employer.

Schedule B

The following confirms an agreement between me and Synopsys (India) Private Limited ("Synopsys India"), on behalf of itself and its affiliates and group entities (hereinafter the "Company"), which is a material part of the consideration for and a condition of my employment by Synopsys India (the "Agreement"). Hereinafter Synopsys India or I may sometimes be referred to singularly as a "Party" or collectively as the "Parties."

1. Proprietary Information. I recognize that the Company is engaged in a continuous program of research, development and production respecting its business, present and future, including confidential fields generally related to its business, and that the Company possesses and continues to possess proprietary and/or confidential information that has been created, discovered, developed or otherwise become known to the Company (including, without limitation, information created, discovered or developed by, or made known to, me during the period of or arising out of my employment by Synopsys India) and/or in which property rights have been assigned, licensed or otherwise conveyed to the Company, which information has commercial value in the business in which the Company is engaged in part based on it

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being kept confidential. All of the aforementioned information is hereinafter called "Proprietary Information" By way of illustration, but not limitation, Proprietary Information includes trade secrets, algorithms, processes, data, know-how, computer software in both source and object form, interfaces, data structures, improvements, inventions, works of authorship, techniques, marketing plans, strategies, forecasts and customer lists.

- 2. Relationship of Trust.** I understand that my employment creates a relationship of confidence and trust between me and Synopsys India with respect to any confidential information:
- (i) applicable to the business of the Company; or
 - (ii) applicable to the business of any client or customer of the Company, which may be made known to me by the Company or by any client or customer of the Company or learned by me during the period of my employment.
- 3. Covenants.** In consideration of my employment by Synopsys India and the compensation received by me from the Company from time to time, I hereby agree as follows:
- A. **Ownership; Duty of Non-Disclosure.** All Proprietary Information shall be the sole property of the Company, and Synopsys India and/or its affiliates or group entities shall be sole owner of all patents, copyrights and other rights in connection therewith. I hereby assign to Synopsys India any rights I may have or acquire in such Proprietary Information. At all times, both during my employment by Synopsys India and after its termination, I will keep in confidence and trust all Proprietary Information or confidential information belonging to a third party entrusted to the Company, and I will not use or disclose such Proprietary Information or third-party confidential information or anything relating to it without the written consent of Synopsys India, except as may be necessary in the ordinary course of performing my duties in good faith for Synopsys India in furtherance of the Company's business and in accordance with Company policies.
- B. **Ownership; Return of Property.** All documents, records, apparatus, equipment, and other physical property, whether or not pertaining to Proprietary Information, as well as intangible property, furnished to me by the Company or produced by me or others in connection with my employment shall be and remain the sole property of the Company and shall be returned to Synopsys India immediately as and when requested by Synopsys India. Even if Synopsys India does not so request, I shall return and deliver all such property upon termination of my employment by me or Synopsys India for any reason and I will not take with me any such property or any reproduction of such property upon such termination.
- C. **Disclosure of Inventions.** I will promptly disclose to Synopsys India, or any persons designated by it, all inventions, works of authorship, processes, techniques, know-how, formulae, data, ideas, improvements and other information (including, without limitation, algorithms, interfaces, data structures or software, whether in source or object form) made or conceived or reduced to practice or learned by me, either alone or jointly with others, during the term of my employment, whether or not in the course of my employment and whether or not patentable, copyrightable or protectable as trade secrets (collectively, the "Inventions").
- D. **Assignment of Rights and Interest.** I acknowledge and agree that any copyrightable works prepared by me within the scope of my employment are "works for hire" under the Copyright Act of 1976 of the USA and that Synopsys India will be considered the author and owner of such copyrightable works. I agree that all Inventions that (i) are developed using equipment, supplies, facilities, or trade secrets of the Company, (ii) result from work performed by me for Synopsys India, or (iii) relate to the Company's business or actual or demonstrably anticipated research and development (the "Assigned Inventions"), will be the sole and exclusive property of the Company. In consideration of my employment with Synopsys India, I agree to assign, and do hereby irrevocably, unconditionally and in perpetuity assign, any and all rights I may have or acquire in the Assigned Inventions to Synopsys India. In addition to the foregoing assignment of Assigned Inventions to Synopsys India, I agree to assign, and do hereby irrevocably transfer and assign, to Synopsys India: (i) all worldwide patents, patent

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applications, copyrights, mask works, trade secrets and other intellectual property rights, including but not limited to rights in databases, in any Assigned Inventions, along with any registrations of or applications to register such rights; and (ii) any and all "Moral Rights" (as defined below) that I may have in or with respect to any Assigned Inventions. I also hereby forever waive and agree never to assert any and all Moral Rights I may have in or with respect to any Assigned Inventions, even after termination of my work on behalf of Synopsys India. "Moral Rights" mean any rights to claim authorship of or credit on an Assigned Inventions, to object to or prevent the modification or destruction of any Assigned Inventions, or to withdraw from circulation or control the publication or distribution of any Assigned Inventions, and any similar right, existing under judicial or statutory law of any country or subdivision thereof in the world, or under any treaty, regardless of whether or not such right is denominated or generally referred to as a "moral right."

E. Assistance. I agree to perform all acts deemed necessary or desirable by Synopsys India to permit and assist it, at Synopsys India's expense, in obtaining, maintaining and enforcing patents, copyrights, mask work rights, trade secret rights, and other legal protections with respect to the Assigned Inventions and/or other Inventions I may at any time assign to Synopsys India in any and all countries. Such acts may include, but are not limited, to, execution of documents and assistance or cooperation in legal proceedings or to perfect title in Synopsys India, its nominee or assigns. My obligations under this paragraph will continue beyond the termination of my employment with Synopsys India, provided that Synopsys India will compensate me at a reasonable rate after such termination for time or expenses actually spent by me at Synopsys India's request on such assistance. I hereby irrevocably designate and appoint Synopsys India and its duly authorized officers and agents as my agents and attorneys-in-fact to act for and on my behalf and instead of me, to execute and file any applications or related filings and to do all other lawfully permitted acts to further the prosecution, maintenance and enforcement, issuance of patents, copyrights, trade secret rights, rights with respect to mask works or other rights thereon with the same legal force and effect as if executed by me.

F. Prior Inventions. I have attached as Appendix A to this Agreement, a list describing all inventions, works of authorship, processes, services, concepts, techniques, know-how, formulae, data, ideas, improvements and other information (including, without limitation, algorithms, interfaces, data structures or software, whether in source or object form) made, conceived, or reduced to practice or learned by me, either alone or jointly with others, which belong to me, which relate in any way to the Company's proposed business, products or research and development, and which are not assigned to the Company (the "Prior Inventions"). If no such list is attached, I represent that no Prior Inventions exist. I further agree that, if I use in the scope of my employment, or incorporate in any product or service of the Company any Prior Inventions that I hereby grant the Company a nonexclusive, royalty-free, perpetual, irrevocable, assignable, worldwide license to make, have made, import, sell, modify and create works based on, use, copy, distribute, import, and perform or display such Prior Inventions for any purpose and to sublicense third parties with the same rights.

G. Efforts; Duty Not to Compete. I understand that my employment with Synopsys India requires my undivided attention and effort. As a result, during my employment, I will not, without Synopsys India's express written consent, engage in any other employment or business that (i) directly competes with the current or future business of the Company; (ii) uses any Company information, equipment, supplies, facilities, or materials; or (iii) otherwise conflicts with the Company's business interest or causes a disruption of its operations.

I. No Solicitation of Employees. During my employment with Synopsys India and for one (1) year following the termination of my employment, I shall not, either directly or indirectly, solicit or in any way encourage any employee of the Company to leave his or her employment with the Company for any reason or to devote less than all of his or her efforts to the affairs of the Company, or to otherwise engage in any activity calculated to have such a result.

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J. **Non-Solicitation of Suppliers/Customers.** During and after the termination of my employment with Synopsys India, I will not directly or indirectly solicit or otherwise take away customers or suppliers of the Company if, in so doing, I use or disclose any trade secrets or proprietary or confidential information of the Company. I agree that the non-public names and addresses of the Company's customers and suppliers, and all other confidential information related to them, including their buying and selling habits and special needs, created or obtained by me during my employment, constitute trade secrets or proprietary or confidential information of the Company.

K. **No Breach of Prior Obligations.** I represent that my performance of all the terms of this Agreement will not breach any invention assignment, proprietary information, confidentiality or similar agreement with any former employer or other party. I have not entered into, and I agree I will not enter into, any agreement, either written or oral, in conflict herewith. I further represent that execution of this Agreement, my employment with Synopsys India and my performance of my proposed duties to Synopsys India in the development of its business will not violate any obligations I may have to my former employer. I represent that I will not bring with me to Synopsys India or use in the performance of my duties for Synopsys India any documents, materials, or intangibles of a former employer or third party that are not generally available to the public or have not been legally transferred to the Company.

4. **Equitable Remedies.** I also understand that any breach of this Agreement related to the ownership or improper use, disclosure or misappropriation of a Party's proprietary, confidential or trade secret information, or inventions (including but not limited to the Proprietary Information defined above) will cause irreparable harm to the injured Party for which damages would not be an adequate remedy, and, therefore, the injured Party will be entitled to specific performance or other injunctive relief with respect thereto in addition to any other remedies and without any requirement to post bond.

5. **No Expectation of Privacy in Electronic Resources or Workspaces.** I acknowledge that I have no right of personal privacy with respect to the Company's electronic resources, which include but are not limited to all networking, computing, telephonic and other electronic systems to which I may be given access in connection with my employment, nor do I have any right of personal privacy in any workspace within Synopsys India's facilities. This means that Synopsys India can access, monitor, or search any such electronic resource or workspace at any time, with or without notice.

6. **Dispute Resolution**

A. The Parties always agree that all attempts shall be made to resolve all differences howsoever arising out of or in connection with your employment, by discussion. If within fifteen (15) days of the commencement of the discussions the dispute is not resolved the dispute shall be referred to arbitration, provided that:

- (i) Arbitration shall be conducted in accordance with the provisions of the Indian Arbitration and Conciliation Act, 1996 ("ACA").
- (ii) There shall be one arbitrator appointed jointly by the Parties within 30 days of the dispute, failing which the arbitrator shall be appointed as per the provisions of the ACA.
- (iii) All hearings shall be held in Hyderabad and the language of the arbitration shall be in English.

B. I hereby agree to sign such additional documents or forms as may be required by Synopsys India (including under applicable law) in relation to reference of the dispute to arbitration.

C. Notwithstanding the aforesaid provisions, in the event of any breach or apprehended breach of employment provisions, Synopsys India shall be entitled, in addition to all other remedies, to approach a court of law for any interim relief or injunction, whether interlocutory or preliminary, restraining any such breach, without recourse to arbitration.

7. **Heirs and Successors.** This Agreement shall be binding upon me, my heirs, executors, assigns and administrators and shall inure to the benefit of Synopsys India, its successors, and assigns. Synopsys India may assign any of its rights and obligations under this Agreement. I may not assign, whether

voluntarily or by operation of law, any of my rights and obligations under this Agreement, except with Synopsys India's prior written consent.

8. **Waiver.** I understand and agree that no waiver of any provision of this Agreement shall be of any force or effect unless made pursuant to a writing executed by the Company's General Counsel.
9. **Severability.** If for any reason a court of competent jurisdiction finds any provision of this Agreement, or portion thereof, to be unenforceable, that provision of the Agreement will be enforced to the maximum extent permissible so as to effect the intent of the Parties, and the remainder of this Agreement will continue in full force and effect.
10. **Choice of Law.** This Agreement shall be governed by and construed in accordance with the laws of India.
11. **Entire Agreement; Modification.** This Agreement reflects the full and final agreement regarding its subject matter and there are no other agreements on these subjects. This Agreement supersedes any prior agreements, written or oral, regarding these subjects. This Agreement may be modified only by a written agreement signed by me and an authorized representative of Synopsys India.
12. **Acknowledgment of Voluntary Agreement.** By signing below, I acknowledge that I have carefully read and understand this Agreement and enter into it voluntarily and free from any duress or coercion.
13. **Effective Date.** This Agreement shall be effective as of the first day of my employment by Synopsys India.

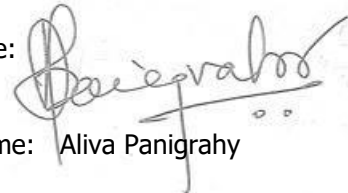
On behalf of Synopsys (India) Private Limited:

Employee Signature *nachika*

Print Name- **T Nachika**

Date- **31-07-2023**

Signature:



Print Name: **Aliva Panigrahy**

Title: **Sr Mgr, Human Resources**

Date **7/31/2023**

APPENDIX A TO AGREEMENT

LIST OF PRIOR INVENTIONS AND/OR ORIGINAL WORKS OF AUTHORSHIP

Title	Date	Identifying Number and Brief Description

_____ No Inventions or Original Works of Authorship
_____ **Additional Sheets Attached**

nachika

05th January, 2023

Revanth Gugulothu

Department of Electronics and Communications ,
Chaitanya Bharathi Institute of Technology,
Hyderabad - 500075,

Dear Revanth Gugulothu ,

Pursuant to our recruitment process, we are pleased to offer you an **Internship** for Five months at our **Hyderabad** branch.

1. Start date : 01st February, 2023
2. Job Description : You will be assigned a technology project and are required to submit a detailed project report at the end of the term.
3. Stipend : The stipend will be 10,000/- per month. On successful completion of training, the stipend will be retrospectively adjusted to 25,000/- per month.

It is accepted that you will keep the assigned work confidential and no business will be discussed with any person outside of organization other than with explicit consent by the organization.

On joining, you are expected to submit copies of the educational certificates for our record and agree to the non-disclosure policy of the company. Any tax liability arising out of your compensation should be borne by you as per applicable tax laws. The employment conversion can be evaluated based on your performance during the Internship and salary on employment will be as per industry standards.

Please confirm your acceptance of this Internship by duly returning a signed copy of this offer letter.

If you have any queries please write to our HR at hr@bizacuity.com or call @ + 91 40 431 11808

Welcome to BizAcuity and wishing you all the best.

Sincerely,



Prachi Kulkarni
HR Manager

Signed & accepted by



13 December, 2023

To,
Likhitheshwar Gaddam
H No.:8-28/201,sampada residency,
Ncl Enclave south,Jeedimetla
Hyderabad-500067

Dear Likhitheshwar,

We are pleased to extend an offer of employment to join **Prodapt Solutions Private Limited**, herein referred as Prodapt, as- Software Engineer at our offices in Prodapt India

As previously discussed with you during the interview process, this position is primarily for your employment in India, and both domestic and international travel may be expected from you. Your initial place of employment will be Hyderabad

We would like you to start work on **15 December, 2023** or earlier, if at all possible, and your employment conditions are as follows:

1. Salary: Your starting salary and allowances will be at the rate of **INR ₹550,000.00/Annually**, as identified in Schedule A;

You are eligible for a one time Joining Bonus of **INR 50,000.00**. You will have to pay back the Joining Bonus amount credited in case if you initiated resignation within 12 months of your joining with us.

This offer is valid for a period of five (5) days from the date of this letter within which period of time you must accept the same, in writing. **This offer is also conditional upon receipt of the documents listed below no later than the day your employment with the company commences.**

Please note that you must present the original documents for verification purposes:

1. Signed copy of the hiring letter and Employment Agreement
2. Permanent Account Number (PAN) card or copy of PAN application
3. Relieving certificate from your former employer
4. Duly attested copy of birth certificate/school leaving certificate for verification of personal data OR duly attested photocopy of the relevant pages of your passport evidencing details such as date of birth, place of residence, photograph, etc.

5. Duly attested copies of academic and professional certificates
6. One soft copy of passport size photograph with white background
7. Last drawn pay slip or compensation page from last employer
8. Photocopies of passport

You must present a PAN card or a copy of PAN application in order to commence employment with Prodapt

Your acceptance of this letter requires that you begin employment within the agreed date of acceptance. If for whatever reason you are unable to join within the agreed date, you must contact the undersigned immediately to arrive at a mutually convenient date. Failure to accept the offer or failure to report to work in the stated or agreed timeline with the required documentation, as listed in item 2 above, will result in an automatic withdrawal of this offer and employment cannot commence unless changes to stated timeline are specifically approved by the undersigned.

Your employment is subject to the company rules, policies and regulations, which may be amended from time to time, at the sole discretion of Prodapt Solutions.

Prodapt's standard working week is 45 hours and will generally be between the hours of 9:15 am to 6:15 pm Monday to Friday, including 1 hour for lunch. As a professional, you will be expected to work the hours per week necessary for the successful conclusion of your assigned tasks and to meet all required deadlines.

Your individual compensation package is confidential between you and the company and should not be disclosed to any person or entity without the prior written consent of Prodapt.

Information relating to company secrets, inventions, Intellectual Capital, ideas, etc., is confidential and will be protected by you to safeguard Prodapt's business interests.

Your employment is conditional to your signing the detailed employment agreement that is attached with this offer letter. This consists of: Protection of company confidential information; non-compete and non-solicitation conditions; general terms and conditions relating to employment.

Any falsification of information you provide in your job application, or concealment of material facts, or disclosure of your employment terms to other employees either directly or indirectly shall result in immediate termination of your services.

Prodapt has the right to transfer your employment or services to any affiliate, group entity or any lawful transferee/assignee of Prodapt's business, subject to compliance with applicable laws.

Please notify Prodapt of your acceptance of the terms and conditions of this offer of employment as stated in the offer letter and employment agreement via email to your recruiter and the HR Team at dl-oba@prodapt.com.

On your first day of employment with us, you should also bring a signed copy of this letter and the employment agreement with you.

Prodapt is a rapidly growing organization and we seek to attract and retain the most talented professionals whose contributions will make a significant difference in our success. We look forward to working with you.

Yours sincerely,



Lavanya Nandakumar
Vice President - Global Talent Acquisition

For and on behalf of Prodapt Solutions Private Limited

I accept the offer of employment at Prodapt Solutions Private Ltd. on the terms and conditions described above.

Signature: _____ Date: _____

My proposed start date will be on: _____

Schedule A – Salary & Allowances

Employee's Name	Likhitheshwar Gaddam	
Position	Software Engineer	
Grade	P2	
Components	Annualized Value	Monthly Value
"A" Fixed		
Basic Pay	INR 220,000.00/Yr.	INR 18,333.00/Mo.
House Rent Allowance	INR 110,000.00	INR 9,167.00
"B" Flexible		
Special Allowance	INR 176,518.00	INR 14,710.00
"C" Retiral Benefits		
Employer Provident Fund	INR 26,400.00	INR 2,200.00
Gratuity	INR 10,582.00	INR 882.00
"D" Bonus		
Bonus*	-	-
"E" Annual Component		
Health Insurance	INR 6,500.00	INR 542.00
Total Cost to Company : Total (A+B+C+D+E)	INR 550,000.00	INR 45,834.00

Note:

Special Allowance is a flexible component. Employee can reduce the special allowance to avail the tax benefit and get it as a re-imbursment for Expenses by producing the bills such as Telephone and Car Maintenance. Medical Insurance coverage will be eligible for your parents, spouse & two children.

Re-imbursment amount can be fixed with Finance Department.

No need to Produce bills for Lunch Coupons.

*Bonus will be paid once in a quarter.

EMPLOYMENT AGREEMENT

AGREEMENT made this 13 December, 2023, between, Likhitheshwar Gaddam , a citizen of India having place of residence in Hyderabad (“Employee”) and Prodapt Solutions Private Limited, a company incorporated in India (“Prodapt”).

In consideration of Employee’s employment or continued employment by Prodapt, Employee’s wages or salary and other benefits in compensation of Employee’s services, and the other mutual covenants and agreements contained herein, and in lieu of any prior agreement or correspondence, the Employee and Prodapt agree as follows:

1. Employment:

Employee agrees to use their best efforts and abilities to promote the interests of Prodapt. Subject to the terms and conditions of this agreement, Prodapt hereby agrees to employ Employee as further defined in this agreement. Except as provided in this agreement, Prodapt agrees to pay Employee’s salary, at the rate agreed to from time to time, and to confer upon Employee PRODAPT’s standard agreement.

PRODAPT has the right to transfer the employment or services of the Employee to any affiliate or group entity or any lawful transferee//assignee of PRODAPT’s business, subject to compliance with applicable laws. However, the Employee does not have any right to seek employment in any affiliate or group entity of PRODAPT, on any ground whatsoever.

The Employee shall be entitled to such number and dates of mandatory holidays as are prescribed by PRODAPT from time to time.

2. Probation Period:

Employee will be on probation for Six months, at the end of the probation period, Unless and until the organization comes back with an extension of the probation, Your services will be deemed to be confirmed. Also, during the probation period the company will be entitled to discontinue your services with immediate effect in case your performance is not found satisfactory.

3. Inventions:

As used herein, “Inventions” means discoveries, improvements and ideas (whether or not shown or described in writing or reduced to practice) and works of authorship, whether or not patentable or copyrightable or otherwise protectable under any law in India or in any other country, or in respect of which PRODAPT enjoys, is entitled to enjoy or may enjoy rights, and which is registered or unregistered, (i) which relate directly to the business of PRODAPT or any other group or affiliate companies, (ii) which relate to the PRODAPT’s actual or demonstrably anticipated research or development. This section does not apply

to any invention developed by Employee prior to Employee's employment by PRODAPT, provided that such invention is listed and described in an exhibit attached to and made part of this agreement.

With respect to inventions made, authored or conceived by Employee, either solely or jointly with others, during Employee's employment, whether or not during normal working hours and whether or not at PRODAPT's premises, Employee acknowledges and agrees that the present agreement being a contract for service the Company owns all copyright and other rights thereto. Employee further agrees that it will (i) keep accurate, complete and timely records of such inventions, which records shall be PRODAPT's property and be retained on PRODAPT's premises; (ii) promptly and fully disclose and describe such inventions in writing to PRODAPT; (iii) assign, and does hereby assign, copyrights, and applications therefore with respect to such inventions; and (iv) acknowledge and deliver promptly to PRODAPT (without charge to PRODAPT but at the expense of PRODAPT) such written instruments and so such other acts as may be necessary in the opinion of PRODAPT to obtain and preserve such property rights and to vest the entire right and title thereto in PRODAPT.

Employee will cooperate with PRODAPT in the execution of any documents which affect the assignment/transfer of inventions or rights thereto which may be required by PRODAPT clients or other third party, provided that such requirement is no broader than the requirements of Section 2 above.

4. Confidential Information:

During the term of Employee's employment by PRODAPT and any time thereafter, except in the course of performing Employee's employment duties for PRODAPT, the Employee will not use, disclose, reveal or report any confidential information of PRODAPT's past or current clients, or of other parties which have disclosed confidential or proprietary information to PRODAPT. As used herein, "confidential information" means information not generally known that is proprietary to PRODAPT, its clients or other parties, including but not limited to information about any clients, prospective clients, sales proposals, employees, processes, operations, products, services, organization, research, development, accounting, marketing, applications, selling, servicing, finance, business systems, computer systems, software systems and techniques. All information disclosed to Employee, or to which Employee obtains access, whether originated by Employee or by others, which Employee has reasonable basis to believe to be confidential information, or which is treated by PRODAPT or its clients or other parties as being confidential information, shall be presumed to be confidential information.

Employee will cooperate with PRODAPT in the execution of any personal confidentiality agreement, which may be required by a PRODAPT client or other third party, provided that such agreement is no broader in its provisions to the requirements of Section 3 above.

5. No Solicitation; Prohibition on Transacting Business:

As a material consideration for Company's entering into this Agreement, you agree that while you are employed by Company, and for a period of two years commencing on the

termination of your employment for any reason whatsoever (or for no reason), neither you nor any person or entity controlled by you shall, directly or indirectly,

a) solicit or aid in the solicitation for employment or the provision of services (including but not limited to as an agent, contractor or consultant) any person employed by, or serving as an agent, contractor or consultant to, Company or its successors or assigns including, without limitation, individuals employed or serving as technicians, sales employees or in administration or management;

b) solicit or aid in the solicitation of any Customer of Company with whom you worked or had regular contact, or on whose account you worked at any time during the two years preceding the your termination;

c) solicit or aid in the solicitation of any individual or entity which you know or has reason to know was a Customer Prospect or Customer Suspect during the two years preceding the your termination; or

d) transact business with a Customer either on your own behalf or on behalf of another person or entity other than the Company.

6. Non-Compete:

To protect the Company's business interests and maintain the secrecy of its confidential and proprietary information you agree that for two years after leaving the services of the Company, you will not work for any of the Company's, its associate's, affiliate's, successor's, assign's, subsidiary's or principal contractor's customers and / or competitors without specific written approval from Company. Prodapt will not unduly withhold such approval.

7. Background Verification:

The Company reserves the right to conduct a background check of its employees, and your employment maybe conditioned on satisfactory results. The Employee hereby consents to the conducting of a background check by Company and/or Company's agents, customer and/or client to the full extent permitted by law during the term of employment. Such a background check may include, but shall not be limited to educational qualifications, previous employment records, contacting past employers, criminal records and conducting an identity check criminal record check, drug and/or alcohol screening, etc. Employment under this Agreement is conditioned upon satisfactory verification of the above mentioned background checks.

The Employee agrees not to hold Company and/or its agent(s), customer(s) and/or client(s) liable for any claims in connection with such checking or testing or the reporting of the results thereof to Company.

8. Return of PRODAPT Property

Upon termination of employment, the Employee shall return to PRODAPT all copies of any confidential information (whether in paper, electronic or any other form) and all hardware, software, books, documentation, files, keys, keycards, company credit cards, mobile phones, visiting cards, records, lists and any other information or property owned by PRODAPT within Employee's possession or control, including copies thereof.

9. Injunctive Relief:

In the event of a breach or threatened breach of Sections 2, 3, 4 or 5 by Employee, PRODAPT shall be entitled, without posting of a bond, to an injunction restraining such breach, an accounting and repayment of profits, compensation, commission, remuneration or other benefits that Employee, directly or indirectly, may realize as a result of such violation and to reimbursement of any attorney's fees and costs incurred by PRODAPT as a result of such breach. Nothing herein shall be construed as prohibiting PRODAPT from pursuing any other statutory or common law remedy available to it for such breach.

10. Term:

10.1 Employment under this agreement may be terminable by PRODAPT with a minimum of 90 days prior notice to Employee.

10.2 Employment under this agreement may be terminable by Employee with a minimum of 90 days prior notice to PRODAPT. This is also applicable for employees under probation.

10.3 For purposes of this agreement, cause means criminal activity, dishonesty, negligence, or breach of the Employee's fiduciary duties to PRODAPT, breach or non-observance of the terms of this agreement or failure to perform duties to the standards laid down by PRODAPT.

10.4 Absence of a continuous period of three (3) days without prior approval of your superior, including overstay of the leave/training, would be treated as abandonment of service.

Sections 2 through 8 of this agreement shall survive termination of employment.

11. General Provisions

This agreement may be assigned by PRODAPT and shall inure to the benefit of PRODAPT's successors and assigns. If any term, provision, covenant or agreement hereof is held by a court to be invalid, void or unenforceable, the remainder of the terms hereof shall remain in full force and effect and shall in no way be affected, impaired or invalidated. This agreement shall be governed by and construed in accordance with the laws of India and in the event of any dispute or difference, the courts at Chennai shall have exclusive jurisdiction. This agreement contains the entire contract between the parties. All prior agreements between the parties regarding such matters or Employee's employment are superseded hereby and terminated.

In witness whereof, the undersigned have executed this agreement as of 13 December, 2023

EMPLOYEE:

Signature: _____

For PRODAPT:



Signature: _____

Lavanya Nandakumar

Vice President - Global Talent Acquisition

For and on behalf of Prodapt Solutions Private Limited

Registered Office

Prodapt Solutions Private Limited

Prodapt Headquarters, No.25 A&B, South Phase, 5th Cross Street,
Thiru Vi Ka Industrial Estate, Guindy, Chennai 600032, India

+91 44 4903 3000 | www.prodapt.com

CIN: U72200TG2010PTC070406



Letter of Offer

28th June 2023

Dear **Mr. Karthik Dade**,

Welcome to Brane Services Private Limited!

We are delighted to extend this offer of employment to you for the position of “**Associate Process Leader Trainee**” at Brane Services Private Limited (hereinafter referred to as “Brane” or “Organization”)

We request you to read this Offer letter and return the enclosed duplicate copy or scanned copy by email in as an **acknowledgement of receipt of it and acceptance of the same on or before 29th June 2023**, failing which this Offer stands cancelled and withdrawn. Brane reserves the right to revoke, withdraw or modify this Offer letter at any time in its sole discretion. Your date of joining should be on or before **18th July 2023** failing which this Offer stands terminated.

Further, on joining Brane, you will be issued an Appointment Letter containing the terms and conditions of your employment with Brane and access to the Organizational policies and guidelines.

You will be working from the Hyderabad office location. However, you may be transferred to other office locations of Brane (or) to its affiliates or subsidiaries, either in India or abroad, as decided by Brane in its sole discretion. Your total C.T.C will be **Rs. 7,00,000/-** and the monthly emoluments before deductions will be **Rs. 55,411/-**. The detailed break up of emoluments and operational details are provided under Annexure-A.

In view of the Organizational needs or corporate restructuring or business considerations, your employment or services can be transferred or assigned by Brane to any of its subsidiaries, affiliate(s), joint venture, or group companies as may be deemed fit and proper by Brane. If, after issuing this Offer letter, there is any change in the Organizational or corporate set up of Brane, then your Appointment Letter may be issued in the name of any other group Organization of Brane referencing this Offer and it shall not be any surprise for you.

Brane Services Private Limited

3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally, Hyderabad,
Rangareddi, TG-500081



Non-Conflict and Confidentiality Agreement

The role, in which you join us, is a very important one which will entail dealing with confidential and sensitive data, information and records of the Organization. You will, therefore, be required to sign a “Code of Conduct, Non-Conflict and Confidentiality Agreement” of our Organization at the time of your joining the Organization. As part of your undertaking for the non-compete provision, you shall not take up any work or employment with the competitors of Brane for a period of two(2) years post expiry or earlier termination of your employment with Brane and also as part of your undertaking for non-solicitation provision you shall not solicit or offer employment either directly or indirectly to employees of Brane with any third party or under you for a period of eighteen(18) months post expiry or termination of your employment with Brane. This job requires your fulltime commitment and during your tenure of employment with us, you are not permitted to take up or participate in any other part time or full-time jobs or assignments or employment.

You shall abide by the rules and regulations, policies of the Organization as may be in force from time to time and if there is any breach or violation of them, it may result in disciplinary and legal actions.

Documentation

You are required to furnish the following documents on the day of your joining:

- Proof of age
- Certificates supplementing your highest educational and professional qualification attainments
- Appointment & relieving letter of your previous employer, as applicable
- Two passport-sized photographs
- Form 16 or any other authenticated document supplementing your earnings and income tax declaration/paid in the current financial year
- Photocopy of your PAN card
- Any other documents as may be required by the Organization.

Probation

You will be on probation for a period of six (6) months starting from Your joining date with Brane. At the end of the probation period, your performance will be tested and subject to finding it satisfactory, Brane may in its sole discretion confirm Your employment service with it. If you do not pass the test of confirmation, at the

Brane Services Private Limited

3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally, Hyderabad,
Rangareddi, TG-500081



discretion of Brane, your probationary period may be extended for an additional time period. You shall be deemed to be on probation until and unless your services are confirmed in writing by Brane. In the event you do not pass the test of confirmation, or your conduct and performance are found unsatisfactory either during initial probationary period or during extended probation period your services are liable to be terminated without any notice. Confirmation of Your services with Brane are not automatic and is not a matter of right for you.

Termination

Your employment with the Organization can be terminated by either party:

- a) during probation, you may terminate by giving ninety (90) days prior written notice. The Organization may end your probation and consequently terminate your employment forthwith (or) by giving fifteen (15) days prior written notice.
- b) after confirmation of employment, you may choose to terminate your employment by giving ninety (90) days prior written notice informing Your intent to terminate. Brane may terminate your employment forthwith (or) terminate by giving one (1) month notice (or) by paying one (1) month gross salary in lieu thereof.
- c) Notwithstanding anything contained either in Offer letter or Appointment Letter, Brane reserves its right to terminate forthwith your probation or employment without any notice or without assigning any reasons if in its opinion your probation or continuing you in employment with it is not conducive or is detrimental to the good will or business interests of Brane.

Your Information

For the purposes of the applicable data protection laws, you agree that personal data or information (including sensitive personal data or information) relating to you which has been or is in the future obtained by Brane may be held and processed by Brane or any of its group Organization either by computer or manually for all purposes relating to the performance of your contract of employment and for Brane's legitimate business needs and legal obligations including, but not limited to the following:

- i) Administering and maintaining Brane's personnel records.
- ii) Paying and reviewing salary and other remuneration and benefits.
- iii) Providing and administering benefits (including pension) and private medical health insurance(if any applicable).
- iv) Undertaking performance appraisals and reviews and setting performance targets.
- v) Maintaining sickness and other absence records.
- vi) Taking decisions as to your fitness for work.

Brane Services Private Limited

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Rangareddi, TG-500081



- vii) Providing references and information to future employers, and if necessary, governmental, and quasi-governmental bodies for social security, income tax, customs and other statutory or legal purposes.
- viii) Providing information to future purchasers of Brane or of the business in which you work; and
- ix) Transferring information concerning you to a country or territory outside India. You agree and consent that any personal data to which you have access in the course of your employment with Brane shall treat strictly in accordance with Brane policies and procedures and you shall not use any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you.

This Offer is based on the information furnished in your application for employment and during the interviews you had with us. This Offer of employment is subject to the positive feedback with respect to Background Verification in relation to the credentials submitted by You and is subject to You being found mentally and medically fit at the time of joining and at all times of your employment with Brane. Background verification will be done at any time during your tenure with Brane.

Notwithstanding any other terms and conditions stipulated herein at any stage during the tenure of your employment with us if it is found that any particulars or details furnished by you are incorrect and / or this Offer letter or Appointment Letter has been obtained by misrepresentation of facts, the Organization shall reserve the right to take necessary legal action in addition to termination of your employment forthwith without any notice..

If you have any queries regarding the Offer, feel free to clarify your doubts with leadership@braneServices.com

We take this opportunity to welcome you into the family of Brane Services and look forward to your contribution to the growth of the Organization and yourself.

Thanking you,
for **Brane Services Private Limited**

Raghava Avvari
HR Head

Brane Services Private Limited

3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally, Hyderabad,
Rangareddi, TG-500081



ANNEXURE-I

1. Working hours and Work Timings:

The general work timings for the office are from 9:15am to 6:45pm, within which the leaders are expected to work diligently for 9 hours. The punch in and punch out timings are taken from the biometric device affixed at the entrance of each premise. The organization shall observe a 5-day week from Monday to Friday.

2. Leaves:

You shall be eligible for a total of 21 days leaves in a calendar year. The leaves shall accrue on a monthly basis.

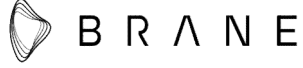
3. Background Verification:

All leaders will be deemed to have been appointed based on representations made and facts disclosed at the time of employment. BRANE has the right to conduct background verification anytime during the leader's employment with the organization. A leader is liable for appropriate action in case of any discrepancy between the claims made by the leader at the time of employment and the facts discovered thereafter.

Brane Services Private Limited

3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally, Hyderabad,

Rangareddi, TG-500081



CTC Per Annum	7,00,000
Monthly CTC	58,333

Annexure - A		
Name: Karthik Dade	DOJ: 18th July 2023	
Role: Associate Process Leader Trainee		
Location: Hyderabad		
A) Monthly Salary Components	INR P.M.	INR P.A.
Basic	23,333	2,79,996
House Rent Allowance	9,333	1,11,996
LTA	2,309	27,705
Special Allowance Per Month	20,436	2,45,234
Monthly emoluments before deductions: (A)	55,411	6,64,932
B) Long term Benefits		
Provident Fund (Employer Contribution)	1,800	21,600
Gratuity	1,122	13,468
Total(B)	2,922	35,068
COST TO ORGANIZATION (A+B)		7,00,000

*Provident Fund(Employee Contribution) will be deducted from Monthly Gross Salary.
* Income Tax & Professional Tax will be deducted as per the Act.

For Brane Services Private Limited

Accepted

Name & Signature:

Authorized Signatory

Date:

Brane Services Private Limited
3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally, Hyderabad,
Rangareddi TG-500081

29 Oct 2022

To

**Billa Bhanu,
Hyderabad.**

OFFER LETTER

Dear **Billa Bhanu**,

Please refer to your application and the subsequent interview with us. We are happy to inform you that you have been selected by us for the position of “Associate Engineer” at “Cloud4C Services Pvt. Ltd.”

We are, therefore, pleased to appoint you in the permanent employment of this Company on the following general terms and conditions of employment.

1. During the training period, you will receive Rs. 10,000 (Ten Thousand rupees only) as stipend per month. Upon completion of your training period, your consolidated salary is **Rs.500000/- p.a.**, (Five Lakh Rupees Only) and other emoluments will be as per **Appx ‘A’**.
2. During your employment with this company, you will be bound by such rules and regulations at any time, and also by such legal requirements as may be applicable. You are expected to give to the company, your best efforts, attention and commitment. You are explicitly advised to refrain from any such activity, whether for monetary or any other considerations, as may become in our opinion, a hindrance to your performance.
3. You are, by virtue of employment with this company, required to do work allied, ancillary or related to incidental to the main job. Similarly, you may be asked to do any other job within your competence as judged by the company, depending upon the exigencies of the situation.
4. During the course of your employment with us, you will come in possession of the knowledge of the trade and methods of the business. It is essential that you under take to maintain total secrecy about all the information, knowledge, or such other matters. You shall not by yourself or through others, allow the same to be used in any manner detrimental to this company either during your employment or thereafter.
5. You would report to your seniors or as assigned by the management from time to time during your employment. You would be responsible for all the objectives/targets set in accordance with your reporting authorities, which are considered for evaluation of your probation period for **Six months**.

6. Your appointment and the employment will be subject to your being and remaining **medically fit**. It is necessary for you to get medically examined, as and when required by the company.
7. Your employment is substantially based on the information provided by you. If, it is found that the information provided by you are incorrect or that some information is suppressed, then your employment is liable for summary termination.
8. The contract of employment can be terminated by either Party, without cause, by giving to the other Party 3 months' notice, in writing, of its intention to do so. The Company may, at its sole discretion, waive the whole or part of the notice period. In the event the employee is on probation, and his/her employment has not been confirmed, the contract of employment can be terminated by either Party by giving to the other Party a notice of 1 month, in writing, of its intention to do so or by tendering a sum equivalent to 1 month salary, in lieu thereof.
9. Your employment at the company could be terminated for cause, upon immediate written notice to you, if there is any kind of:
 - (a) Illegal activity - relating to work or not - harming the reputation of the company.
 - (b) Indecent behavior with colleagues, customers or suppliers.
 - (c) Personal bankruptcy / insolvency.
 - (d) Refusal to do any lawful work assigned by the company.
 - (e) Absenteeism.
 - (f) Willful neglect of work.
 - (g) Repeated insubordination or violation of employment rules.
 - (h) Undisclosed conflict of interest.
 - (i) Financial irregularity with respect to expenses incurred or reimbursed by the Company.
 - (j) Corporate espionage
10. You hereby covenant, undertake and agree that during the term of your employment and for a period of 1 year following the termination of the employment, thereafter, you shall not on your own or together with any Person, directly or indirectly:
 - (i) Solicit or take away from the Company or attempt to solicit or take away, the business of any customers or any potential customer with whom you have dealt during the employment with the Company, any other related parties or clients of the Company who have been customers or clients of the Company.
 - (ii) Solicit or entice away or attempt to solicit or entice away any person who at any time during such period shall have been a director, officer, employee or associate of the Company. Be directly or indirectly interested, concerned, or engaged as principal or partner or director, agent or employee, assistant, consultant, advisor or contractor in any other capacity in any business whether for profit or otherwise relating to Internet Data Center Solutions, Internet Services or such fields which is in direct competition with the business of the Company or any business contemplated by the Company, in any geographical area within India.
11. On ceasing to be in the employment of this company for any reason, you will promptly settle all accounts including the return of all Company properties, tools, equipment, documents, etc., without making or retaining any copies.

12. Your growth in this company depends, among other factors, primarily upon contribution, dedication, sincerity and initiative.
13. You are requested to submit the documents as intimated by the “HRD Department”, at the time of joining.
14. You will receive your job profile in due course of time.
15. Please acknowledge and confirm your acceptance of the terms and conditions mentioned in this letter.

We welcome you, and look forward to many years of mutually rewarding and beneficial association. Hope that you work with much more enthusiasm and dedication in your future to come out with stupendous performance

Yours truly,
For **Cloud4C Services Pvt. Ltd.**

P Rajani Reddy
Authorized Signatory

APPX 'A': DETAILS OF SALARY & OTHER ALLOWANCES

The details of the offer given to you are as given below:

- | | | |
|----------------|---|--------------------|
| 1. Name | : | Billa Bhanu |
| 2. Designation | : | Associate Engineer |
| 3. Grade | : | L0 |
| 4. Location | : | Hyderabad |

Monthly Earnings	Amount in Rs	Yearly Earnings	Amount in Rs
Basic	14667	Basic	176004
HRA	9167	HRA	110004
LTA	5000	LTA	60000
Special Allowance	6033	Special Allowance	72396
A. Fixed Salary	34867	A. Fixed Salary	418404
B. Performance Linked Pay	5000	B. Performance Linked Pay	60000
C. Employer Provident Fund	1800	C. Employer Provident Fund	21600
Total CTC (A+B+C)	41667	Total CTC (A+B+C)	500000

Other Perks	Limit (p.a)	Coverage
Medical Insurance Coverage	300000	Employee, Spouse and 2 Children
Life Term Insurance	500000	
Accidental Insurance	500000	

Note: Performance linked pay will be released on proportional to your performance ratings.

TDS will be deducted according to the income tax norms

Yours truly,
For Cloud4C Services Pvt. Ltd.

P Rajani Reddy
Authorized Signatory



Private and Confidential

January 18, 2023
Sanjana Manchala

Dear **Sanjana**

We take great pleasure in offering you an opportunity for full-time employment position with Synopsys India ("Synopsys India" or the "Company"), in the position of **Solutions Engineer, I in Job Grade 64**

Please refer to the following attachments:

Annexure I: Target employment cost

Annexure II: Summary of currently applicable benefits

Annexure III: Terms and conditions of employment with Synopsys India

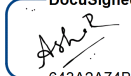
The validity of this offer is contingent to your Medical Fitness and the Company verifying accuracy of the information provided by you. In this regard, you authorize the Company (by signing a copy of this letter to appoint an agency of its choice to conduct such verification) to investigate your references, work records, education and other matters pertaining to your employment, at any time during your tenure.

Please acknowledge the acceptance of the conditional offer by signing the duplicate copy and handing it over to us. This offer is valid only up till **20th Jan** and shall automatically lapse and considered as withdrawn / revoked unless we receive your acceptance by such date. We look forward to you having a long and fruitful relationship with Synopsys.

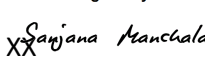
Please note that the validity of this offer is subject to you returning the enclosed application blank, duly filled, and providing your acceptance of this offer in the space provided below. An appointment letter will be issued on the date of joining, subject to receipt of the filled-in Application Blank and photocopies of the first two and the last two pages of your Passport, at least 7 days before the intended start date at Synopsys India.

In case you have any questions or would like to discuss the terms and/or conditions of this offer, please feel free to get in touch with me.

Sincerely,

DocuSigned by:

643A2A74BDBE46A...
Ramachandran, Asha (rasha-IN-PEOPLE)

Regd. Office : 5th Floor, Tower 'A', RMZ Infinity, Municipal # 3, Old Madras Road, Benniganahalli, Bangalore - 560 016, India.
Phone : +91-80-40188000, Fax : +91-80-30523800

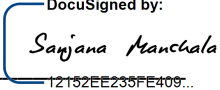
DocuSigned by:

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Please note that as per Synopsys India policy, the terms of the offer (compensation details & the job grade) is strictly private and confidential. Breach of this policy in any form (to employees within Synopsys or to anyone outside the organization) would disqualify your candidature and eventually employment with the organization.

Acceptance:

I, **Sanjana Manchala**, hereby accept the conditional offer of employment with Synopsys India and agree to the terms and conditions of this letter and the annexures hereto.

Signature: 12132EE235FE409...

Name: Sanjana Manchala



Annexure I

Name	Sanjana Manchala		
Business Group	EDAG		
Grade	64		
Designation	Solutions Engineer, I		
	Monthly	Annual	
Basic	43,333	5,20,000	
HRA	21,667	2,60,000	
FBP	38,133	4,57,600	
PF (Employer Part)	5,200	62,400	12% of basic
Annual Base Salary (A)	1,08,333	13,00,000	
CIP @ 8% (B)		1,04,000	
TCOMP (A+B)		14,04,000	

Benefits

Gratuity		43,333	1 month basic
Lunch & Snacks		31000	
Mediclaime Hospitalization Ins, P.A cover, Group Life ins cover.		34750	
Interest free loan Subsidy		19000	Approx
Earn Leave Encashment		73,864	Encashed on separation
Wellness Program		15000	
ESPP Returns		31,590	15% discount
Total Benefits		2,48,537	

All payments and benefits shall be subject to tax to be deducted at source by Synopsys India. In case of any shortfall in tax withholding, you shall be responsible to pay the differential amounts. Synopsys India reserves the right to revise salary and/or your compensation structure from time to time. In addition, Synopsys India reserves the right to increase the amount of contributions / deductions (including provident fund contributions), as required by applicable law, in which the salary / Target Employee Cost components shall be reduced proportionately.

** Subject to the terms of the variable compensation plan. Please note that the amount is payable at the sole discretion of the Company and subject to achievement of the parameters as laid down in the variable compensation plan.

*** This is only an estimated valuation of the some of the currently applicable benefits. The amounts indicated are the costs that the Company is likely to incur in relation to each benefit, and may not be payable by the Company to you. It is further clarified that the benefits do not form part of the employee's salary / compensation and accordingly cannot be claimed by an employee. Please refer to **Annexure II** (read along with relevant Company policy) for more information on some of the benefits listed herein.

DocuSigned by:

643A2A74BDBE46A...

Regd. Office : 5th Floor, Tower 'A', RMZ Infinity, Municipal # 3, Old Madras Road, Benniganahalli, Bangalore - 560 016, India.

Phone : +91-80-40188000, Fax : +91-80-30523800

DocuSigned by:

12152EE235FE409...



Annexure II

Currently Applicable Benefit Summary Sheet

<u>BASE PAY</u>	Annual Fixed compensation
Basic Salary	40% of Base Pay (Grade <=66) 50% of Base Pay (Grade >=67)
House Rent Allowance (HRA)	50% of Basic Salary
Flexible Benefit Plan (FBP)	Remainder of the Base Pay (excluding Basic, HRA & Employers PF)
Provident Fund (Employer contributions) (PF)	<p>12% of Basic Salary</p> <p>** Contribution to the Provident Fund is mandatory as per the Employees' Provident Fund & Miscellaneous Provisions Act, 1952 ("PF Act") for all employees who draw monthly basic salary of up to INR 15000/- (or such increased limit as per law) OR have been members of the PF program as per PF Act in the past. As per law, both the employer and employee are expected to make an equal contribution to the PF. Currently the PF deductions are at 12% of monthly Basic Salary. Since this is a two way contribution, figure mentioned in the calculations captured above is the Company's contribution to the PF only. Your contribution, an equal amount, will be deducted from your earning on a monthly basis in addition to the Company's contribution. Both, the employer's and employees' contribution is deposited with the PF authorities on or before 7th of every month.</p> <p>For employees who have not been a member of the PF scheme as per PF Act in the past employment history AND earn more than INR 15000/- (or such increased limit as per law) per month, the PF contribution is optional. They can exercise their option with respect to participation in the program, as per PF Act. Options are as follows:</p> <ul style="list-style-type: none"> • Stay out of the purview of the PF Act. • Participation in PF scheme with a ceiling of INR 15000/- (or such increased limit as per law) Basic Salary per month. So any amount in excess of INR 15000/- (or such increased limit as per law) Basic Salary per month will NOT be subjected to PF contribution • Participation in PF scheme without any ceiling. So participate by making PF contributions against entire Basic Salary drawn per month. <p>The above options are not available to 'international workers' (as per PF Act) since their PF contributions are required to be in compliance with applicable law. In such cases, the above compensation table shall be updated by the Company to reflect higher PF contributions by reducing certain amounts from your Flexible Benefit Plan.</p>
<u>VARIABLE COMPENSATION PLAN</u>	You shall be eligible to participate in the variable compensation plan formulated by the Company. Subject to achievement of the parameters as indicated in such Plan, your incentive eligibility shall be a certain percentage of your Annual Base (as per Annexure I). Details of the variable compensation plan shall be made available to you after joining the Company.
<u>BENEFITS</u>	
Gratuity	<p>Gratuity in accordance with the provisions of the Payment of Gratuity Act, 1972. As per the Gratuity Act, gratuity is payable to employees only on the completion of continuous service of at least 5 years with the Company, and is computed at the rate of 15 days basic salary for every completed year of service, subject to the limit prescribed by law. As per the Gratuity Act, employees shall not be eligible to receiving any gratuity if the duration of the continuous service is less than 5 years.</p> <p>However, Synopsys India has considered its obligations under the Gratuity Act and modified its policy to be more beneficial to employees. As per the Company's policy, an employee's entitlement to gratuity</p>

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	shall be as follows: On completion of 3rd year @15 days of the Basic salary, @22 days of Basic Salary for 4th year, @30 days of Basic Salary for =or> 5 years.
Medical Insurance	Up to INR 300,000 for family inclusive of self, spouse, dependent parents OR Parents In-Law and 2 children.
Life Insurance	Employee only. Three times of Tcomp (Annual Base salary + Variable Incentive)
Personal Accident Insurance	Employee only. Three times of Tcomp (Annual Base salary + Variable Incentive)
Lunch & Snacks	Meal card worth 2200/- are provided monthly. Besides this refreshment and snacks available at in-house breakout areas without any charge.
Health Management Program	Company offers reimbursement of up to Rs. 15,000/- per annum to employees to pro-actively take care of their health & wellness. Please contact TeamHR for details.
<u>LEAVE PROGRAM</u>	
Statutory Holidays	10 days per annum
Sick Leave (SL)	A maximum of 15 days per annum
Casual Leave (CL)	A maximum of 10 days per annum
Privilege Leave (PL)	15 work days per annum (WITH A CAP as per state laws). Unused amounts can be encashed upon resignation or retirement per company policy.
Maternity leave	26 weeks
Paternity leave	10 work days
Bereavement leave	3 days
Employee Stock Purchase Program (ESPP)	ESPP is a benefit extended to all employees, to purchase Company's common stock at a discounted price of 15% on share value. Employees can contribute up to 15% of their eligible earnings. Please contact TeamHR for details.

- In addition, Synopsys India also offers Superannuation, National Pension Scheme and contribution to Voluntary Provident Fund.
- This information is only indicative in nature. Please refer to detailed policies for eligibility. This information cannot be used as a reference to avail benefits.

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Annexure III

Terms and Conditions of Employment

1. **RESPONSIBILITIES**

Your primary responsibility will be as a **Solutions Engineer, I** in the **EDAG**. The Company reserves the right to change your role, position, department, reporting structure, duties and/or responsibilities from time to time. The Company also reserves the right to change your work / shift timings as the Company may deem appropriate. This may include working in night shifts and/or during weekends.

2. **SUBMISSION OF DOCUMENTS**

You will be required to submit the documents listed in Schedule A to the Human Resources Department on or before your first day of employment with the Company.

3. **COMMENCEMENT OF EMPLOYMENT**

Should you accept our offer, your employment with the Company shall commence on 3/07/2023, shall continue until terminated in accordance with the section 12 hereunder.

4. **LOCATION**

Your initial appointment and location of employment will be at the office of the Company located in **IN46 - Hyderabad** and thereafter at locations as may be required by the Company from time to time. You hereby provide your consent to the Company to relocate or change your work to another location, department, project, branch or affiliate, as the Company may deem fit and necessary from time to time. The Company may also require you to make visits and travel both within India and overseas, as may be necessary for the proper discharge of your duties.

5. **PROBATION**

You shall be on probation for a period of 6 months from the date of joining the Company, which period may be extended or reduced by the Company in writing at its sole discretion ("Probationary Period"). Upon successful completion of the Probationary Period, your employment with the Company shall automatically be deemed to have been confirmed unless the Company terminates your employment.

6. **COMPENSATION**

In consideration of the services and obligations to be rendered by you, as per the terms and conditions contained herein, you shall be eligible to receive an all-inclusive remuneration (on a cost-to-Company basis) as provided in **Annexure I**. Such remuneration shall be subject to all applicable statutory withholdings, contributions and deductions. The Company reserves the right to change the remuneration structure from time to time.

Additionally, you may be eligible to participate in the variable compensation plan, details of which may be provided to you upon joining.

If you are eligible, your variable compensation plan, shall include any statutory bonus. However, during the years in which you do not qualify to earn any payments under the variable compensation plan, you may be



eligible to receive a minimum payment amount, which shall be equivalent to the minimum amount of statutory bonus.

If you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.

7. BENEFITS

- (a) To the extent you are eligible, you shall be entitled to participate in the Company sponsored / administered benefits programs, including hospitalization, life and personal accident insurance plans and contributory employee sponsored welfare fund in accordance with the terms and conditions of Synopsis India. Detailed information about employee insurance plans and employee sponsored welfare fund will be provided to you upon or after the commencement of your employment. All such benefits will be provided in accordance with, and will be governed by, the relevant formal plan document(s) or policy(ies). The Company reserves the right to unilaterally revise any part of the standard benefit package or to eliminate any benefit there under altogether at any time, with or without notice. You provide your consent to the Company to deduct appropriate sum from your payroll as your contribution to the employee sponsored welfare fund, as per Company policies.
- (b) As a full-time employee, you shall be entitled to leave as per Company policies as applicable from time to time. You shall also be eligible for the declared holidays as applicable to you based on your location.

8. DUTY OF LOYALTY

- (a) **Best Efforts:** You shall devote all of your skill, knowledge and working time to the conscientious performance of your duties and responsibilities towards the Company. You shall perform your duties with diligence, devotion and discretion. Since our offer is for a full-time employment position with the Company, while in the employment of the Company, you are not allowed to be employed in any other organization on a permanent, temporary or part time basis, to offer your services with or without consideration to any physical person, legal entity or public authority, or be occupied in your own business, without the prior written consent of the Company.
- (b) **Exclusivity of Service:** During your employment, you shall not undertake any other business or occupation or become a director, officer, employee, consultant, advisor, shareholder, partner, proprietor or agent (as the case may be) of any other company, firm or individual, without the prior written consent of the Company.
- (c) **Authority:** During your employment, you will not enter into any contract, agreement or arrangement with any person or entity that binds the Company or creates any liability or obligation (financial or otherwise) upon the Company, without obtaining a specific prior written permission from the Company. You shall also not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company.
- (d) **Disclosure of Conflict:** You are required to disclose to the Company, in writing, all of your business interests, if any, whether or not they are similar to or in conflict with the business(es) or activities of the Company and all circumstances, in respect of which there is or there might, in the future, be a conflict of interest between the Company and you. You agree to disclose fully to the Company in writing any



such interests or circumstances which may arise during your employment immediately upon accruing of such interest or occurring of any such circumstances.

- (e) **Communication with Media:** You shall not communicate with the media or journalists in relation to the Company, its affiliates, or their business or activities, without the Company's prior permission.
- (f) **Representations & Covenants:** You represent to the Company that you have not appropriated any confidential, proprietary or trade secret information (including but not limited to written information, information contained in computer storage systems or information compiled or stored in any other manner) from any third party (including but not limited to any former employer), except as may have been expressly permitted in writing by such third party or its authorized representative. You covenant to the Company that you shall not appropriate any such information from any third party prior to joining the Company or at any time thereafter. You shall not disclose to the Company or its affiliates, or otherwise use during the course of your employment with the Company, any confidential, proprietary or trade secret information of any third party which you may possess, without such written permission.
- (g) **Defamation:** During the term of employment and at all times thereafter, you will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.

9. CONFIDENTIAL INFORMATION AND INVENTIONS ASSIGNMENT AGREEMENT

As a condition of your employment with the Company, on or prior to joining the Company, you will be required to sign and comply at all times with the provisions of, the Confidential Information and Inventions Assignment Agreement ("Agreement"), as provided in Schedule B. In the event of any conflict between the provisions of this Annexure III and the Agreement, the provisions of the Agreement shall prevail.

10. COMPANY POLICIES, CODE OF CONDUCT AND COMPLIANCE WITH LAWS

- a) You agree to observe and abide by all Synopsys India policies applicable and any other regulations, rules and policies, as amended from time to time by the Company, as well as any other regulations issued in the future by the Company. Please visit the following link for a copy of the current applicable policies: http://teamhr/ES/Pages/EmployeeServices_India.aspx . In addition, you agree to comply with the Company's Standing Orders as may be applicable from time to time.
- b) Upon employment, you will sign and comply with the Synopsys Code of Ethics and Business Conduct, which is an integral and critical condition of your employment with the Company.
- c) Synopsys India may, in its sole discretion and unilaterally, amend the terms of your employment as contained in this offer letter, your compensation and benefits and any and all policies as may be applicable to you from time to time.

11. DATA PRIVACY

- a) You hereby explicitly and unambiguously consent to the collection, use and transfer of your personal data (including personal sensitive data) by and among members of the Company and its affiliates.

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- b) You understand and accept that the Company or any affiliate may hold, retain, use and periodically transfer certain personal information about you, including, but not limited to, your name, home address and telephone number, date of birth, salary, nationality, job title, residency status for the purpose of implementation, administration and management of the employment and related purposes.
- c) You accept that the recipients may be located in India or any other country which may have different data privacy laws applicable.

12. **EMPLOYMENT TERMINATION**

- a) **Termination by either party during probation period:** During the probationary period, (i) should you wish to terminate your employment, you may do so by giving a fifteen (15) days notice in writing to the Company and (ii) the Company shall be entitled to terminate your employment immediately without giving you any notice or pay in lieu of notice.
- b) **Resignation:** After successful completion of your probation period, you may voluntarily resign or terminate your employment with the Company by giving the Company 60 days' notice in writing, unless otherwise mutually agreed. In case you have given a notice to resign or terminate your employment, the Company may, at its sole discretion, require you to (i) leave service at any time during the notice period without any salary in lieu of notice or pro-rated salary for the balance unexpired portion of the notice period and/or (ii) take your accrued but unused leave days during the notice period.
- c) **Termination by Company:** After confirmation of your employment with the Company, except as otherwise set forth herein, your employment may be terminated by the Company by giving you 60 days' notice in writing, or with immediate effect upon giving you salary in lieu of the notice or pro-rated salary for the balance notice period in case you have been permitted to work during the notice period.
- d) **Suspension or Termination for Misconduct:** Notwithstanding the aforesaid or anything else to the contrary, the Company may suspend, dismiss, discharge or terminate your employment with immediate effect by a notice in writing (without salary in lieu of notice), in the event of (i) fraudulent, dishonest or undisciplined conduct by you, (ii) you committing a breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's property, (iii) your insubordination or failure to comply with the directions given to you by persons so authorized, (iv) your insolvency or conviction for any offence involving moral turpitude, (v) your breach of any terms or conditions of your employment, the Agreement, the Company's policies or other documents or directions of the Company, (vi) you going on or abetting a strike in contravention of any law for the time being in force, (vii) you conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients or (viii) misconduct by you as provided under the labour laws, Company policies, and/or Standing Orders (if applicable).
- e) **Abandonment of Employment:** Absence for a continuous period of seven (7) days from work without prior written approval (including due to unapproved overstay of leave/ training), would be construed as your abandonment of employment and your service with the Company shall automatically cease.
- f) **Garden Leave:** The Company reserves the right to place you on garden leave at any time during your employment or notice period. You shall continue to be employed with the Company during the period



of garden leave and the Company shall pay you salary and applicable benefits during such period of garden leave. During the garden leave period, the Company in its sole discretion may: (i) cease to vest in or assign to, you any powers or duties or to provide any work to you; (ii) change your duties in whatever way the Company decides is appropriate; (iii) require that you do not contact or communicate with any current, former or proposed clients, customers, employees, or vendors of the Company; (iv) exclude you from the premises of the Company; and/or (v) announce to employees, clients, customers, vendors, etc. of the Company that you have been given notice of termination or resigned (as the case may be). You hereby acknowledge and confirm to comply with any additional conditions laid down by the Company during the period of garden leave and accept that your duties of confidentiality and good faith continue to apply, together with all of the duties and obligations towards the Company.

- g) **Return of Property and Separation and Release Agreement:** Upon termination of your employment with the Company, you shall forthwith return to the Company all the assets and property of the Company (including all IP and any leased properties), documents, files, books, papers, information, memos or any other property of the Company in your possession or under your control. Further, the Company may require you to sign a Separation and Release Agreement without any additional compensation. If any Letter of Authority or Power of Attorney is issued to you, you will undertake to return it on demand or on termination of your employment with the Company.
- h) **Retirement:** You will automatically retire from the Company on attaining the age of 60 (sixty) years. An extension may however, be given at the discretion of the Company

13. DISPUTE RESOLUTION

- a) The parties agree that at all times; all attempts shall be made to resolve all differences howsoever arising out of or in connection with your employment, by discussion. If within fifteen (15) days of the commencement of the discussions the dispute is not resolved the dispute shall be referred to arbitration, provided that:
- (i) Arbitration shall be conducted in accordance with the provisions of the Indian Arbitration and Conciliation Act, 1996 (“ACA”);
 - (ii) There shall be one arbitrator appointed jointly by the parties, failing which the arbitrator shall be appointed as per the provisions of the ACA;
 - (iii) Until the arbitration proceedings are complete, parties shall not take their disputes to a Court of Law. All hearings shall be held in English and the seat and place of arbitration shall be in Bangalore.
- b) Notwithstanding the aforesaid provisions, in the event of any breach or apprehended breach of your employment provisions, the Company shall be entitled, in addition to all other remedies, to an injunction, whether interlocutory or preliminary, restraining any such breach, without recourse to arbitration.

14. GENERAL PROVISIONS

- a) **Successors and Assigns:** The terms and conditions of employment shall inure to the benefit of, and be binding on, you and the Company and our respective heirs, administrators, executors, representatives,

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successors and permitted assigns. The Company shall have the right to assign your employment to any affiliate or successor (whether direct or indirect, by purchase, amalgamation, arrangement, merger, consolidation or otherwise) to all or substantially all of the business and/or assets of the Company. You, by your signature hereto expressly consent to such assignment. You shall not assign or transfer, whether absolutely, by way of security or otherwise, all or any part of your rights or obligations as an employee of the Company .

- b) **Severability:** If any part of the terms and conditions of employment is found to be unlawful or otherwise unenforceable by any court of competent jurisdiction, that part will be severed from your terms and conditions of employment and the remainder will remain in full force and effect.
- c) **Governing Law and Jurisdiction:** Your employment with the Company shall be construed in accordance with the laws of India and subject to arbitration, the courts in Bangalore shall have exclusive jurisdiction in relation to any disputes.
- d) **Entire Agreement:** These terms and conditions of employment supersede all prior agreements, and constitutes the entire agreement between the Company and you with respect to your employment. Any and all previous agreements, written or oral, express or implied, between the Company and you, relating to your employment are superseded and replaced.
- e) **Modification of Agreement:** Any modification to the terms and conditions of employment must be in writing and signed by both you and the Company or it shall have no effect and shall be void.
- f) **Satisfaction of all Claims:** You agree to accept the pay in lieu of notice as described in Section 12 in full and final settlement of all amounts owing to you by the Company on termination, including any payment in lieu of notice of termination, and any other entitlement you may have under any applicable statute and any rights which you may have at common law and you hereby waive any claim to any other payments or benefits from the Company. In agreeing to the terms set out in this letter agreement, you specifically agree to execute a formal release document to that effect and will deliver upon request appropriate resignations from all offices and positions with the Company, if, as and when requested by the Company upon termination of your employment.
- g) **Salary Revision:** Your salary may be reviewed by the Company periodically as per the policy of the Company. Your increments. If any, in the grade are discretionary and will be subject to and on the basis of effective performance and results of the Company and yourself, besides overall economic factors.
- h) **Medical Fitness:** Your employment is subject to you being found fit at all times by a medical officer appointed / nominated by the Company. During the term of your employment with the Company, you are required to be medically fit to perform the services assigned to you from time to time. As to whether you are medically fit, is an issue which will be professionally determined by the Company and you shall be bound by such determination. You may accordingly be required to undergo periodical medical examination as and when intimated to you by the Company.
- i) **Conditionality:** As a condition of employment with the Company, you are required to:
- i. Complete Synopsis India Application for Employment; and
 - ii. Execute the Company's:
 - Code of Ethics and Business Conduct

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- Confidential Information and Inventions Assignment Agreement

- j) **Feedback and Reference Checks:** Please note that our offer for employment with the Company is conditional upon satisfactory feedback from your references and necessary background, academic, medical, credit/financial and criminal checks. Our offer is also contingent upon your full and complete disclosure to the Company of any and all agreements (non-competition, non-solicitation, employment, confidentiality or otherwise) with any prior employer, clients, principals, partners or others which in any way limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Company. The Company reserves the right to withdraw its offer of employment without any obligation whatsoever; in the event that it determines or believes that any contractual or other obligation may materially limit your ability to engage in business activities for the Company.
- k) **Confidentiality:** The terms and conditions of your employment, including the details of compensation & the job grade, is strictly private and confidential. Breach of this confidentiality obligation in any form (by way of disclosure to employees of Synopsys India or to anyone outside the Company) will be a deemed misconduct and may lead to disciplinary action including termination of your employment.

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Schedule A

List of documents / information to be submitted by the individual to the Company prior to joining:

1. Original Relieving Letter from all your previous employer(s)
2. Original Experience Letter from all your previous employer(s)
3. Copy of your most recent passport
4. Originals of professional qualification certificates
5. Copy of educational mark sheets for 10th, 12th, graduation (all semesters), post-graduation if applicable (all semesters)
6. Copy of 10th, 12th pass certificates and degree certificates for graduation, post-graduation (if applicable).
7. Copy of most-recent pay slip issued by existing / previous employer
8. Details of your existing provident fund account number, if any
9. Cancelled cheque as KYC for Provident Fund Form having the name, account number and IFSC code as will be mentioned in the Employee Provident Fund form
10. Copy of Self Attested Permanent Account Number (PAN) card
11. 4 recent passport-sized photographs
12. 1 Passport size photograph each of maximum 5 dependents who are included in the Mediclaim policy of the company (E.g. Parents, children, Spouse, and siblings up to the age of 25 years)
13. Proof of address
14. Resignation acceptance from your previous employer
15. Proof of Age
16. Marriage Certificate (if married)
17. Form 16 of the current year or statement of computation of income tax, as issued by your previous employer.
18. Copy of Self Attested Aadhar Card

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January 18, 2023

Sanjana Manchala

Subject: Joining Bonus

This is with reference to our offer of employment dated **January 18, 2023**.

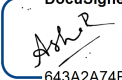
As a part of our offer, we are extending a sign on bonus of **INR 300000/-** subject to applicable taxes and deductions.

On joining you will be paid 100% amount upfront. Your receipt of sign on bonus is subject to the following conditions:

- If you resign or are terminated for a Cause prior to completion of **24 Months** from the date of hire, you will be required to repay the full bonus amount received, to the company.
- The offer of this Bonus and your undertaking of performance to satisfy the conditions necessary to receive the Bonus do not alter the nature of your at-will employment relationship with the Company, and either you or Synopsys may terminate your employment at any time for any reason with or without notice.

Your signature below acknowledges this condition and signifies acceptance of these terms.

Wishing you all the best,

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Ramachandran, Asha (rasha-IN-PEOPLE)

Date of acceptance: January 19, 2023 | 12:42:55 AM PST

Signature: 
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Name: **Sanjana Manchala**



Schedule B

Copy of Confidential Information and Inventions Assignment Agreement

The following confirms an agreement between me and Synopsys in India (Synopsys India), on behalf of itself and its affiliates and group entities (hereinafter the "Company"), which is a material part of the consideration for and a condition of my employment by Synopsys India (the "Agreement"). Hereinafter Synopsys India or I may sometimes be referred to singularly as a "Party" or collectively as the "Parties."

1. Proprietary Information. I recognize that the Company is engaged in a continuous program of research, development and production respecting its business, present and future, including confidential fields generally related to its business, and that the Company possesses and continues to possess proprietary and/or confidential information that has been created, discovered, developed or otherwise become known to the Company (including, without limitation, information created, discovered or developed by, or made known to, me during the period of or arising out of my employment by Synopsys India) and/or in which property rights have been assigned, licensed or otherwise conveyed to the Company, which information has commercial value in the business in which the Company is engaged in part based on it being kept confidential. All of the aforementioned information is hereinafter called "Proprietary Information" By way of illustration, but not limitation, Proprietary Information includes trade secrets, algorithms, processes, data, know-how, computer software in both source and object form, interfaces, data structures, improvements, inventions, works of authorship, techniques, marketing plans, strategies, forecasts and customer lists.

2. Relationship of Trust. I understand that my employment creates a relationship of confidence and trust between me and Synopsys India with respect to any confidential information:

- (i) applicable to the business of the Company; or
- (ii) applicable to the business of any client or customer of the Company, which may be made known to me by the Company or by any client or customer of the Company, or learned by me during the period of my employment.

3. Covenants. In consideration of my employment by Synopsys India and the compensation received by me from the Company from time to time, I hereby agree as follows:

A. Ownership; Duty of Non-Disclosure. All Proprietary Information shall be the sole property of the Company, and Synopsys India and/or its affiliates or group entities, as the case may be, shall be sole owner of all patents, copyrights and other rights in connection therewith. I hereby assign to Synopsys India any rights I may have or acquire in such Proprietary Information. At all times, both during my employment by Synopsys India and after its termination, I will keep in confidence and trust all Proprietary Information or confidential information belonging to a third party entrusted to the Company, and I will not use or disclose such Proprietary Information or third-party confidential information or anything relating to it without the written consent of Synopsys India, except as may be necessary in the ordinary course of performing my duties in good faith for Synopsys India in furtherance of the Company's business and in accordance with Company policies.

B. Ownership; Return of Property. All documents, records, apparatus, equipment and other physical property, whether or not pertaining to Proprietary Information, as well as intangible property, furnished to me by the Company or produced by me or others in connection with my employment shall be and remain the sole property of the Company and shall be returned to Synopsys India immediately as and when requested by Synopsys India. Even if Synopsys India does not so request, I shall return and deliver all such property upon

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termination of my employment by me or Synopsys India for any reason and I will not take with me any such property or any reproduction of such property upon such termination.

- C. Disclosure of Inventions. I will promptly disclose to Synopsys India, or any persons designated by it, all inventions, works of authorship, processes, techniques, know-how, formulae, data, ideas, improvements and other information (including, without limitation, algorithms, interfaces, data structures or software, whether in source or object form) made or conceived or reduced to practice or learned by me, either alone or jointly with others, during the term of my employment, whether or not in the course of my employment and whether or not patentable, copyrightable or protectable as trade secrets (collectively, the "Inventions").
- D. Assignment of Rights and Interest. I acknowledge and agree that any copyrightable works prepared by me within the scope of my employment are "works for hire" under the Copyright Act of 1976 of the USA and that Synopsys India will be considered the author and owner of such copyrightable works. I agree that all Inventions that (i) are developed using equipment, supplies, facilities or trade secrets of the Company, (ii) result from work performed by me for Synopsys India, or (iii) relate to the Company's business or actual or demonstrably anticipated research and development (the "Assigned Inventions"), will be the sole and exclusive property of the Company. In consideration of my employment with Synopsys India, I agree to assign, and do hereby irrevocably, unconditionally and in perpetuity assign, any and all rights I may have or acquire in the Assigned Inventions to Synopsys India. In addition to the foregoing assignment of Assigned Inventions to Synopsys India, I agree to assign, and do hereby irrevocably transfer and assign, to Synopsys India: (i) all worldwide patents, patent applications, copyrights, mask works, trade secrets and other intellectual property rights, including but not limited to rights in databases, in any Assigned Inventions, along with any registrations of or applications to register such rights; and (ii) any and all "Moral Rights" (as defined below) that I may have in or with respect to any Assigned Inventions. I also hereby forever waive and agree never to assert any and all Moral Rights I may have in or with respect to any Assigned Inventions, even after termination of my work on behalf of Synopsys India. "Moral Rights" mean any rights to claim authorship of or credit on an Assigned Inventions, to object to or prevent the modification or destruction of any Assigned Inventions, or to withdraw from circulation or control the publication or distribution of any Assigned Inventions, and any similar right, existing under judicial or statutory law of any country or subdivision thereof in the world, or under any treaty, regardless of whether or not such right is denominated or generally referred to as a "moral right."
- E. Assistance. I agree to perform all acts deemed necessary or desirable by Synopsys India to permit and assist it, at Synopsys India's expense, in obtaining, maintaining and enforcing patents, copyrights, mask work rights, trade secret rights, and other legal protections with respect to the Assigned Inventions and/or other Inventions I may at any time assign to Synopsys India in any and all countries. Such acts may include, but are not limited, to, execution of documents and assistance or cooperation in legal proceedings or to perfect title in Synopsys India, its nominee or assigns. My obligations under this paragraph will continue beyond the termination of my employment with Synopsys India, provided that Synopsys India will compensate me at a reasonable rate after such termination for time or expenses actually spent by me at Synopsys India's request on such assistance. I hereby irrevocably designate and appoint Synopsys India and its duly authorized officers and agents as my agents and attorneys-in-fact to act for and on my behalf and instead of me, to execute and file any applications or related filings and to do all other lawfully permitted acts to further the prosecution, maintenance and enforcement, issuance of patents, copyrights, trade secret rights,

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Phone : +91-80-40188000, Fax : +91-80-30523800

DocuSigned by:

XX Sanjana Manchala

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rights with respect to mask works or other rights thereon with the same legal force and effect as if executed by me.

- F. Prior Inventions. I have attached as Appendix A to this Agreement, a list describing all inventions, works of authorship, processes, services, concepts, techniques, know-how, formulae, data, ideas, improvements and other information (including, without limitation, algorithms, interfaces, data structures or software, whether in source or object form) made, conceived, or reduced to practice or learned by me, either alone or jointly with others, which belong to me, which relate in any way to the Company's proposed business, products or research and development, and which are not assigned to the Company (the "Prior Inventions"). If no such list is attached, I represent that no Prior Inventions exist. I further agree that, if I use in the scope of my employment, or incorporate in any product or service of the Company any Prior Inventions that I hereby grant the Company a nonexclusive, royalty-free, perpetual, irrevocable, assignable, worldwide license to make, have made, import, sell, modify and create works based on, use, copy, distribute, import, and perform or display such Prior Inventions for any purpose and to sublicense third parties with the same rights.
- G. Efforts; Duty Not to Compete. I understand that my employment with Synopsys India requires my undivided attention and effort. As a result, during my employment, I will not, without Synopsys India's express written consent, engage in any other employment or business that (i) directly competes with the current or future business of the Company; (ii) uses any Company information, equipment, supplies, facilities or materials; or (iii) otherwise conflicts with the Company's business interest or causes a disruption of its operations.
- H. No Solicitation of Employees. During my employment with Synopsys India and for one (1) year following the termination of my employment, I shall not, either directly or indirectly, solicit or in any way encourage any employee of the Company to leave his or her employment with the Company for any reason or to devote less than all of his or her efforts to the affairs of the Company, or to otherwise engage in any activity calculated to have such a result.
- I. Non-Solicitation of Suppliers/Customers. During and after the termination of my employment with Synopsys India, I will not directly or indirectly solicit or otherwise take away customers or suppliers of the Company if, in so doing, I use or disclose any trade secrets or proprietary or confidential information of the Company. I agree that the non-public names and addresses of the Company's customers and suppliers, and all other confidential information related to them, including their buying and selling habits and special needs, created or obtained by me during my employment, constitute trade secrets or proprietary or confidential information of the Company.
- J. No Breach of Prior Obligations. I represent that my performance of all the terms of this Agreement will not breach any invention assignment, proprietary information, confidentiality or similar agreement with any former employer or other party. I have not entered into, and I agree I will not enter into, any agreement, either written or oral, in conflict herewith. I further represent that execution of this Agreement, my employment with Synopsys India and my performance of my proposed duties to Synopsys India in the development of its business will not violate any obligations I may have to my former employer. I represent that I will not bring with me to Synopsys India or use in the performance of my duties for Synopsys India any documents, materials, or intangibles of a former employer or third party that are not generally available to the public or have not been legally transferred to the Company.

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XX Sanjana Manchala

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4. Equitable Remedies. I also understand that any breach of this Agreement related to the ownership or improper use, disclosure or misappropriation of a Party's proprietary, confidential or trade secret information, or inventions (including but not limited to the Proprietary Information defined above) will cause irreparable harm to the injured Party for which damages would not be an adequate remedy, and, therefore, the injured Party will be entitled to specific performance or other injunctive relief with respect thereto in addition to any other remedies and without any requirement to post bond.

5. No Expectation of Privacy in Electronic Resources or Workspaces. I acknowledge that I have no right of personal privacy with respect to the Company's electronic resources, which include but are not limited to all networking, computing, telephonic and other electronic systems to which I may be given access in connection with my employment, nor do I have any right of personal privacy in any workspace within Synopsys India's facilities. This means that Synopsys India can access, monitor or search any such electronic resource or workspace at any time, with or without notice.

6. Dispute Resolution

A. The Parties agree that at all times, all attempts shall be made to resolve all differences howsoever arising out of or in connection with your employment, by discussion. If within fifteen (15) days of the commencement of the discussions the dispute is not resolved the dispute shall be referred to arbitration, provided that:

- (i) Arbitration shall be conducted in accordance with the provisions of the Indian Arbitration and Conciliation Act, 1996 ("ACA");
- (ii) There shall be one arbitrator appointed jointly by the Parties within 30 days of the dispute, failing which the arbitrator shall be appointed as per the provisions of the ACA;
- (iii) All hearings shall be held in Bangalore and the language of the arbitration shall be in English.

B. I hereby agree to sign such additional documents or forms as may be required by Synopsys India (including under applicable law) in relation to reference of the dispute to arbitration.

C. Notwithstanding the aforesaid provisions, in the event of any breach or apprehended breach of employment provisions, Synopsys India shall be entitled, in addition to all other remedies, to approach a court of law for any interim relief or injunction, whether interlocutory or preliminary, restraining any such breach, without recourse to arbitration.

7. Heirs and Successors. This Agreement shall be binding upon me, my heirs, executors, assigns and administrators and shall inure to the benefit of Synopsys India, its successors and assigns. Synopsys India may assign any of its rights and obligations under this Agreement. I may not assign, whether voluntarily or by operation of law, any of my rights and obligations under this Agreement, except with Synopsys India's prior written consent.

8. Waiver. I understand and agree that no waiver of any provision of this Agreement shall be of any force or effect unless made pursuant to a writing executed by the Company's General Counsel.

9. Severability. If for any reason a court of competent jurisdiction finds any provision of this Agreement, or portion thereof, to be unenforceable, that provision of the Agreement will be enforced to the maximum extent permissible so as to effect the intent of the Parties, and the remainder of this Agreement will continue in full force and effect.

10. Choice of Law. This Agreement shall be governed by and construed in accordance with the laws of India.

11. Entire Agreement; Modification. This Agreement reflects the full and final agreement regarding its subject matter and there are no other agreements on these subjects. This Agreement supersedes any prior agreements, written or oral, regarding these subjects. This Agreement may be modified only by a written agreement signed by me and an authorized representative of Synopsys India.

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Phone : +91-80-40188000, Fax : +91-80-30523800

DocuSigned by:

XX Sanjana Manchala

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12. Acknowledgment of Voluntary Agreement. By signing below, I acknowledge that I have carefully read and understand this Agreement and enter into it voluntarily and free from any duress or coercion.

13. Effective Date. This Agreement shall be effective as of the first day of my employment by Synopsys India.

DocuSigned by:
Sanjana Manchala
12152EE235FE409...

Candidate Signature:

Print Name: Sanjana Manchala

On behalf of Synopsys India:

DocuSigned by:
Asha
643A2A74BDBE46A...
Signature

Print Name: Ramachandran, Asha (rasha-IN-PEOPLE)

Date: January 19, 2023 | 12:42:55 AM PST

Title: Senior Staffing Specialist




APPENDIX A TO AGREEMENT

LIST OF PRIOR INVENTIONS AND/OR ORIGINAL WORKS OF AUTHORSHIP

Title	Date	Identifying Number and Brief Description

_____ No Inventions or Original Works of Authorship

_____ **Additional Sheets Attached**

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Certificate Of Completion

Envelope Id: 0752C9EE626C44B8B42FCDA0F9D8F65A	Status: Completed
Subject: Welcome to Synopsys! - Your Synopsys offer letter requires your response.	
Source Envelope:	
Document Pages: 20	Signatures: 24
Certificate Pages: 5	Initials: 0
AutoNav: Enabled	Envelope Originator:
Enveloped Stamping: Enabled	Neha Rani
Time Zone: (UTC-08:00) Pacific Time (US & Canada)	690 E Middlefield Rd
	Mountain View, CA 94043-4010
	neharani@synopsys.com
	IP Address: 198.182.52.26

Record Tracking

Status: Original	Holder: Neha Rani	Location: DocuSign
1/17/2023 9:55:52 PM	neharani@synopsys.com	

Signer Events

Asha Ramachandran
 rasha@synopsys.com
 Senior Staffing Specialist
 Security Level: Email, Account Authentication (None)

Signature

DocuSigned by:

 643A2A748DBE46A...
 Signature Adoption: Drawn on Device
 Using IP Address: 183.83.173.239

Timestamp

Sent: 1/17/2023 9:59:37 PM
 Viewed: 1/17/2023 10:03:48 PM
 Signed: 1/17/2023 10:04:15 PM

Electronic Record and Signature Disclosure:
 Not Offered via DocuSign

Sanjana Manchala
 sanjanamanchala.7@gmail.com
 Security Level: Email, Account Authentication (None)

DocuSigned by:

 12152EE235FE409...
 Signature Adoption: Pre-selected Style
 Using IP Address: 59.144.54.182

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 Viewed: 1/18/2023 3:44:44 AM
 Signed: 1/19/2023 12:42:55 AM

Electronic Record and Signature Disclosure:
 Accepted: 8/9/2022 10:24:59 PM
 ID: 3d4df9af-b696-48c3-95b4-a8d7dfa2fdec

In Person Signer Events	Signature	Timestamp
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Editor Delivery Events	Status	Timestamp
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Agent Delivery Events	Status	Timestamp
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Intermediary Delivery Events	Status	Timestamp
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Certified Delivery Events	Status	Timestamp
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Carbon Copy Events	Status	Timestamp
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Jayanthi Kasarla jayanthi@synopsys.com Security Level: Email, Account Authentication (None)	COPIED	Sent: 1/19/2023 12:42:58 AM
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Electronic Record and Signature Disclosure:
 Accepted: 1/13/2021 3:24:18 AM
 ID: f3781ddb-7f70-4678-9415-6520b673f56c

Witness Events	Signature	Timestamp
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Notary Events	Signature	Timestamp
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Envelope Summary Events	Status	Timestamps
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Envelope Sent	Hashed/Encrypted	1/17/2023 9:59:37 PM
Certified Delivered	Security Checked	1/18/2023 3:44:44 AM
Signing Complete	Security Checked	1/19/2023 12:42:55 AM
Completed	Security Checked	1/19/2023 12:42:58 AM

Payment Events	Status	Timestamps
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Electronic Record and Signature Disclosure

ELECTRONIC RECORD AND SIGNATURE DISCLOSURE

From time to time, Synopsys, Inc. (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through the DocuSign system. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to this Electronic Record and Signature Disclosure (ERSD), please confirm your agreement by selecting the check-box next to 'I agree to use electronic records and signatures' before clicking 'CONTINUE' within the DocuSign system.

Getting paper copies

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after the signing session and, if you elect to create a DocuSign account, you may access the documents for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

Withdrawing your consent

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. Further, you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact Synopsys, Inc.:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: esign@synopsys.com

To advise Synopsys, Inc. of your new email address

To let us know of a change in your email address where we should send notices and disclosures electronically to you, you must send an email message to us at sreekanth.vishwamurthy@synopsys.com and in the body of such request you must state: your previous email address, your new email address. We do not require any other information from you to change your email address.

If you created a DocuSign account, you may update it with your new email address through your account preferences.

To request paper copies from Synopsys, Inc.

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an email to esign@synopsys.com and in the body of such request you must state your email address, full name, mailing address, and telephone number. We will bill you for any fees at that time, if any.

To withdraw your consent with Synopsys, Inc.

To inform us that you no longer wish to receive future notices and disclosures in electronic format you may:

i. decline to sign a document from within your signing session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;

ii. send us an email to esign@synopsys.com and in the body of such request you must state your email, full name, mailing address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

Required hardware and software

The minimum system requirements for using the DocuSign system may change over time. The current system requirements are found here: <https://support.docusign.com/guides/signer-guide-signing-system-requirements>.

Acknowledging your access and consent to receive and sign documents electronically

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please confirm that you have read this ERSD, and (i) that you are able to print on paper or electronically save this ERSD for your future reference and access; or (ii) that you are able to email this ERSD to an email address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format as described herein, then select the check-box next to ‘I agree to use electronic records and signatures’ before clicking ‘CONTINUE’ within the DocuSign system.

By selecting the check-box next to ‘I agree to use electronic records and signatures’, you confirm that:

- You can access and read this Electronic Record and Signature Disclosure; and
- You can print on paper this Electronic Record and Signature Disclosure, or save or send this Electronic Record and Disclosure to a location where you can print it, for future reference and access; and
- Until or unless you notify Synopsys, Inc. as described above, you consent to receive exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you by Synopsys, Inc. during the course of your relationship with Synopsys, Inc..

JPMORGAN CHASE & Co.

Message from Jamie Dimon, Chairman and CEO

Welcome to JPMorgan Chase. We are pleased that you will be starting your career at an exceptional company – one of the world's oldest, largest and best-known financial institutions.

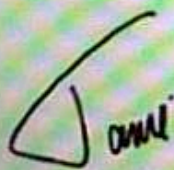
Across our businesses, we continue to deliver record results, innovative products and services for our customers, and great experiences for our employees. Named #1 in *Fortune's* Change the World list, we are focused on helping communities large and small grow around the world. It's an exciting time to join JPMorgan Chase, and now – with your skills, experience and creative ideas – you'll help us continue to drive change.

During your time here, you will have opportunities to learn and grow in a supportive, respectful and inclusive environment. Do your best to contribute and excel in everything you do. By building strong relationships and doing the right thing – at all times – we have made this a company of which we can all be proud. It's how we do business. And, it is what has made us a top employer and a great business partner.

As you begin your career with JPMorgan Chase, I offer you an essential piece of advice: do your job well, and earn the trust and respect of the people around you. Throughout your employment, you will hear advice like this from our senior leaders – and we encourage you to put it into practice every day.

I hope you enjoy working here as much as I do, and I look forward to meeting many of you.

Best of luck in what I am sure will be a rewarding experience.

A handwritten signature in black ink, appearing to read "Jamie", with a large, stylized initial "J" to the left.

J.P.Morgan

16-Mar-2023

Keerthi Kandhi
2-1-247
Chandrannakunta suryapet
-508213
HYDERABAD
Telangana
INDIA

Dear Keerthi Kandhi,

Your Employment by J.P. Morgan

Congratulations on joining the J.P. Morgan family. We are pleased to confirm your employment with J.P. Morgan Services India Private Limited (the "Company").

You will find your personal employment terms outlined in Appendix A with general employment terms and conditions in Appendix B. Please note these terms and conditions supersede any verbal discussions you may have previously had with any J.P. Morgan employee with regards to your employment arrangements.

A number of important policies will apply to your employment with the Company, including the Personal Account Dealing Policy and the Code of Conduct. We provide more information about these policies in Appendix C and it is essential that you carefully read and understand their requirements. By signing this letter, you confirm that you have read, understood and agree to be bound by these policies. In addition, you will be required to abide by all other Company policies and regulations (including JPMorgan Chase group of companies ("Group") policies) and with applicable law.

Should you have queries in relation to your employment terms, your benefits or Company policies, please contact our HR Answers hotline at 000 800 440 5210 (local toll free) or +1 212-552-5100 (international).

Please be reminded your employment terms should be treated with the strictest confidence. To accept this offer of employment, please click on the 'Accept' button at the bottom of this page on or before 24-Mar-2023.

We are excited to welcome you to our Company and take this opportunity to wish you every success in taking this next step of your career with us.

*This is a computer generated communication and does not have a signature.

APPENDIX A - Personal Employment Terms and Conditions

A1. Title/Category

You will join us as a/an Full-time Analyst in the Software Engineer Program, Class of 2023, at JPMorgan Chase & Co. and will carry out your role while physically present in the J.P. Morgan offices in Hyderabad, India.

Your position and title may change as a result of successful completion of the Program, promotion, or other operational requirements of the Company's business.

A2. Employment Commencement Date

Your employment is expected to commence on 01-Jun-2023. We will confirm any change to this date to you in writing in advance.

In addition to the conditions set out in paragraph 1 of Appendix B, your offer is subject to you successfully meeting the educational criteria that has already been communicated to you in writing.

A3. Working Hours / Place of Work

Your manager will assign you specific working hours, often during J.P. Morgan's normal office hours. Depending on the needs of your department, however, you may be required to work outside the official hours to fulfill your duties.

You will normally work at the Company's offices in Hyderabad, but you may be required to work at any other location of the Company or its affiliates, as required by the Company.

A4. Remuneration

Your total fixed pay will be INR 13,00,000 per annum and comprises the following components:
Rupees p.a.

1. Basic Salary	3,90,000
2. Leave Travel Assistance	40,000
3. House Rent Allowance	1,95,000
4. Provident Fund	46,800
5. Special Allowance	6,28,200
A. Total Fixed Pay	13,00,000

Relocation Lump Sum

You will be paid a one-time Relocation lump sum of INR1,25,000/-, which is taxable and will be paid within a reasonable period after your start date. The relocation lump sum coverage includes the cost of air and tickets, other transportation and hotel stay of your choice.

If you resign or are terminated for any reason other than job elimination (as determined within the company's discretion) within 12 months of your commencement date, you agree to reimburse the Company in full for the amount of any relocation lump sum you have received in connection with this employment offer. This reimbursement shall become due and payable within 30 days of your last day of employment with the Company. Further, the Company may seek reimbursement by withholding any other payments not yet paid to you at the time you leave the firm.

A5. Probationary Period

Your employment will be subject to a probationary period as outlined in paragraph 4.3 of Appendix B.

A6. Leave Entitlement

A6.1 Annual Leave

You are entitled to 20 working days of annual leave with full pay in every calendar year in accordance with the Company's Human Resources Policies and applicable law. If you work part-time hours, your annual leave entitlement will be pro-rated to reflect your part-time hours worked.

A6.2 Other Leave

You can find further details of other leave entitlements in paragraph 5 of Appendix B.

A7. Benefits

You are eligible to join the Company's benefits programs as amended from time to time. Further details will be provided to you separately.

A8. Retirement Scheme

You are eligible for retirement benefits, and can find details in paragraph 11 of Appendix B.

A9. Notice Period

During your probationary period, starting the day you join the Company, either you or the Company may terminate your employment with at least 14 days' written notice or payment of wages in lieu of such notice period.

After the probationary period, either party can terminate the employment by giving the other party 60 Days written notice ("Notice Period") or by the Company making a payment in lieu of Notice Period.



Letter of Offer

2nd June 2023

Dear Ms. Shaik Ruksana,

Welcome to Brane Services Private Limited!

We are delighted to extend this offer of employment to you for the position of “**Associate Process Leader Trainee**” at Brane Services Private Limited (hereinafter referred to as “Brane” or “Organization”)

We request you to read this Offer letter and return the enclosed duplicate copy or scanned copy by email in as an **acknowledgement of receipt of it and acceptance of the same on or before 3rd June 2023**, failing which this Offer stands cancelled and withdrawn. Brane reserves the right to revoke, withdraw or modify this Offer letter at any time in its sole discretion. Your date of joining should be on or before **1st September 2023** failing which this Offer stands terminated.

Further, on joining Brane, you will be issued an Appointment Letter containing the terms and conditions of your employment with Brane and access to the Organizational policies and guidelines.

You will be working from the Hyderabad office location. However, you may be transferred to other office locations of Brane (or) to its affiliates or subsidiaries, either in India or abroad, as decided by Brane in its sole discretion. Your total C.T.C will be **Rs. 7,00,000/-** and the monthly emoluments before deductions will be **Rs. 55,411/-**. The detailed break up of emoluments and operational details are provided under Annexure-A.

In view of the Organizational needs or corporate restructuring or business considerations, your employment or services can be transferred or assigned by Brane to any of its subsidiaries, affiliate(s), joint venture, or group companies as may be deemed fit and proper by Brane. If, after issuing this Offer letter, there is any change in the Organizational or corporate set up of Brane, then your Appointment Letter may be issued in the name of any other group Organization of Brane referencing this Offer and it shall not be any surprise for you.

Brane Services Private Limited

3rd Floor, Building No.3B, Sy No. 64(P), Raheja Mindspace, IT Park Madhapur, Serilingampally, Hyderabad,
Rangareddi, TG-500081



Non-Conflict and Confidentiality Agreement

The role, in which you join us, is a very important one which will entail dealing with confidential and sensitive data, information and records of the Organization. You will, therefore, be required to sign a “Code of Conduct, Non-Conflict and Confidentiality Agreement” of our Organization at the time of your joining the Organization. As part of your undertaking for the non-compete provision, you shall not take up any work or employment with the competitors of Brane for a period of two(2) years post expiry or earlier termination of your employment with Brane and also as part of your undertaking for non-solicitation provision you shall not solicit or offer employment either directly or indirectly to employees of Brane with any third party or under you for a period of eighteen(18) months post expiry or termination of your employment with Brane. This job requires your fulltime commitment and during your tenure of employment with us, you are not permitted to take up or participate in any other part time or full-time jobs or assignments or employment.

You shall abide by the rules and regulations, policies of the Organization as may be in force from time to time and if there is any breach or violation of them, it may result in disciplinary and legal actions.

Documentation

You are required to furnish the following documents on the day of your joining:

- Proof of age
- Certificates supplementing your highest educational and professional qualification attainments
- Appointment & relieving letter of your previous employer, as applicable
- Two passport-sized photographs
- Form 16 or any other authenticated document supplementing your earnings and income tax declaration/paid in the current financial year
- Photocopy of your PAN card
- Any other documents as may be required by the Organization.

Probation

You will be on probation for a period of six (6) months starting from Your joining date with Brane. At the end of the probation period, your performance will be tested and subject to finding it satisfactory, Brane may in its sole discretion confirm Your employment service with it. If you do not pass the test of confirmation, at the

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discretion of Brane, your probationary period may be extended for an additional time period. You shall be deemed to be on probation until and unless your services are confirmed in writing by Brane. In the event you do not pass the test of confirmation, or your conduct and performance are found unsatisfactory either during initial probationary period or during extended probation period your services are liable to be terminated without any notice. Confirmation of Your services with Brane are not automatic and is not a matter of right for you.

Termination

Your employment with the Organization can be terminated by either party:

- a) during probation, you may terminate by giving ninety (90) days prior written notice. The Organization may end your probation and consequently terminate your employment forthwith (or) by giving fifteen (15) days prior written notice.
- b) after confirmation of employment, you may choose to terminate your employment by giving ninety (90) days prior written notice informing Your intent to terminate. Brane may terminate your employment forthwith (or) terminate by giving one (1) month notice (or) by paying one (1) month gross salary in lieu thereof.
- c) Notwithstanding anything contained either in Offer letter or Appointment Letter, Brane reserves its right to terminate forthwith your probation or employment without any notice or without assigning any reasons if in its opinion your probation or continuing you in employment with it is not conducive or is detrimental to the good will or business interests of Brane.

Your Information

For the purposes of the applicable data protection laws, you agree that personal data or information (including sensitive personal data or information) relating to you which has been or is in the future obtained by Brane may be held and processed by Brane or any of its group Organization either by computer or manually for all purposes relating to the performance of your contract of employment and for Brane's legitimate business needs and legal obligations including, but not limited to the following:

- i) Administering and maintaining Brane's personnel records.
- ii) Paying and reviewing salary and other remuneration and benefits.
- iii) Providing and administering benefits (including pension) and private medical health insurance(if any applicable).
- iv) Undertaking performance appraisals and reviews and setting performance targets.
- v) Maintaining sickness and other absence records.
- vi) Taking decisions as to your fitness for work.

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- vii) Providing references and information to future employers, and if necessary, governmental, and quasi-governmental bodies for social security, income tax, customs and other statutory or legal purposes.
- viii) Providing information to future purchasers of Brane or of the business in which you work; and
- ix) Transferring information concerning you to a country or territory outside India. You agree and consent that any personal data to which you have access in the course of your employment with Brane shall treat strictly in accordance with Brane policies and procedures and you shall not use any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you.

This Offer is based on the information furnished in your application for employment and during the interviews you had with us. This Offer of employment is subject to the positive feedback with respect to Background Verification in relation to the credentials submitted by You and is subject to You being found mentally and medically fit at the time of joining and at all times of your employment with Brane. Background verification will be done at any time during your tenure with Brane.

Notwithstanding any other terms and conditions stipulated herein at any stage during the tenure of your employment with us if it is found that any particulars or details furnished by you are incorrect and / or this Offer letter or Appointment Letter has been obtained by misrepresentation of facts, the Organization shall reserve the right to take necessary legal action in addition to termination of your employment forthwith without any notice..

If you have any queries regarding the Offer, feel free to clarify your doubts with leadership@braneServices.com

We take this opportunity to welcome you into the family of Brane Services and look forward to your contribution to the growth of the Organization and yourself.

Thanking you,
for **Brane Services Private Limited**

Raghava Avvari
HR Head

Brane Services Private Limited

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ANNEXURE-I

1. Working hours and Work Timings:

The general work timings for the office are from 9:15am to 6:45pm, within which the leaders are expected to work diligently for 9 hours. The punch in and punch out timings are taken from the biometric device affixed at the entrance of each premise. The organization shall observe a 5-day week from Monday to Friday.

2. Leaves:

You shall be eligible for a total of 21 days leaves in a calendar year. The leaves shall accrue on a monthly basis.

3. Background Verification:


All leaders will be deemed to have been appointed based on representations made and facts disclosed at the time of employment. BRANE has the right to conduct background verification anytime during the leader's employment with the organization. A leader is liable for appropriate action in case of any discrepancy between the claims made by the leader at the time of employment and the facts discovered thereafter.

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CTC Per Annum	7,00,000
Monthly CTC	58,333

Annexure - A		
Name: Shaik Ruksana	DOJ: 1st September 2023	
Role: Associate Process Leader Trainee		
Location: Hyderabad		
A) Monthly Salary Components	INR P.M.	INR P.A.
Basic	23,333	2,79,996
House Rent Allowance	9,333	1,11,996
LTA	2,309	27,705
Special Allowance Per Month	20,436	2,45,234
Monthly emoluments before deductions: (A)	55,411	6,64,932
B) Long term Benefits		
Provident Fund (Employer Contribution)	1,800	21,600
Gratuity	1,122	13,468
Total(B)	2,922	35,068
COST TO ORGANIZATION (A+B)		7,00,000
*Provident Fund(Employee Contribution) will be deducted from Monthly Gross Salary. * Income Tax & Professional Tax will be deducted as per the Act.		
For Brane Services Private Limited	Accepted	
	Name & Signature:	
Authorized Signatory	Date:	

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Rangareddi TG-500081



13-May-2022

Dear Remalla Sravani,
B.Tech, Electronics and Communication Engineering
B.V. Raju Institute of Technology

Candidate ID – 18994543

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Engineer Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of **50%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (If offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You may be enrolled in either of these programs (as decided by Cognizant) and would continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill

Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) (If offered to you) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar

Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

Compensation and Benefits

Name: Remalla Sravani **Designation:** Engineer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

Note: The Insurance amount may vary subject to market conditions from time to time.

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____ between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Remalla Sravani, 23 residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

- a) You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
- b) Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
- c) You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written

permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

- a) During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b) Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
- c) You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d) You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e) You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
- f) You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g) The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a) you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b) you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c) you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d) you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e) you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

- a) The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b) The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force.

Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.

c) The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.

d) Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. The Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract

or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period.

You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized

- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations
- Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited

Remalla Sravani

Sign: _____
Name:

Sign: _____
Date:

Offer Letter

1st June 2023

KRISHNA SANDEEP REDDY NALLAMILLI

Villa No.33 Subishi's Water Ford,
Luxury Homes Mokila
Telangana -501203

Dear Krishna Sandeep Reddy N

We are pleased to make an offer to you as a "**Business Development Strategist**" for Reliable Technosystem (I) Pvt Ltd (RTS). In that capacity, you will undertake such duties and responsibilities as your projectmanager and the executive management of RTS directs from time to time.

General Conditions of Employment:

1. Your employment location will be:
Operations Office: Level 2, Plot no: 47, Lumbini Avenue, BricMor Infra Building, Backside Hyderabad Bicycling Club, Gachibowli Hyderabad 500081.
Corporate Office: Level 2, Plot no: 47, Lumbini Avenue, BricMor Infra Building, Backside Hyderabad Bicycling Club, Gachibowli Hyderabad 500081.

The job location specified above is the current location where it is anticipated that you will perform your work for us. It is expressly understood and agreed, however, that your job location may change from time to time at the discretion of RTS and that you may be required to travel or relocate to other locations in connection with RTS business. RTS will not reimburse any business related/relocation expenses without prior written approval.

2. As a condition of your employment you agree that during your employment with RTS, you will not engage in any work, trade or business for your own account, or for or on behalf of any other person, firm or corporation other than RTS, as an employee, consultant, agent, contractor or otherwise.
3. Your compensation agreement will be as set forth in Exhibit "A" attached hereto and made part hereof in accordance with RTS' standard policy, and subject to all required deductions and withholdings.

All copyrights, patents, trademarks, trade secrets, other intellectual property rights and confidential and proprietary information of RTS are, and shall remain, owned exclusively by RTS. All materials created by you relating to the business of RTS shall be considered a "work made for hire". You agree to assign, upon request, to RTS any patent or patent application for any patentable materials created by you relating to the business of RTS and to provide reasonable support (at RTS expense) for RTS' prosecution of such patent.

RELIABLE TECHNOSYSTEMS INDIA PVT. LTD.

Plot no 47, Behind Hyderabad Bicycling Club, Lumbini Avenue, Gachibowli, Hyderabad,
Telangana-500 081, Tel: +91-8106485353, Fax: 040-48579223
E-mail: info@reliabletechsys.com, Web: www.reliabletechsys.com

4. “Confidential Information” shall include, but is not limited to, RTS customer lists, marketing plans and procedures, databases, trade secrets, business plans, forecasts, projections, analyses, software, hardware, system designs, specifications, processes, documentation, code, architecture, structure, protocols and all other business and intellectual property and information. You agree to retain the “Confidential Information” in confidence and to use the “Confidential Information” for the sole purpose of your employment by RTS, and you expressly agree not to otherwise appropriate, disclose, or use such “Confidential Information” for your own use or for the use of any other person or entity. All “Confidential Information” disclosed shall remain the property of RTS, and all documents and other materials containing Confidential Information shall remain the property of RTS. Upon request of RTS, you will return to RTS or destroy (providing a sworn, written certification of such destruction to RTS) all copies of the “Confidential Information.”
6. In your employment position, you may develop certain relationships with RTS clients and customers leading to awareness of other services desired. You will promptly report all such opportunities to the executive management of RTS and you agree that you shall not, directly or indirectly, pursue such opportunities for your own benefit or for the benefit of any other person or entity.
7. You agree that during the period of your employment and after the cessation of your employment with RTS for any reason whatsoever, voluntary or involuntary, you will not directly or indirectly,
 - a. Provide products or services to any RTS Client or Prospect or Competitor;
 - b. Solicit for business, or accept business from, any RTS Client or Prospect;
 - c. Enter into any agreement with or assign personnel to any RTS Client or Prospect;
 - d. Accept employment with any RTS Client or Prospect
 - e. Offer employment to any employee of RTS
 - f. Attempt to induce or entice any regular or temporary employee or consultant of RTS to leave the employ or engagement of RTS
 - g. Attempt to induce or entice any Client to terminate or decrease its business with RTS; or
 - h. Attempt to induce or entice any Prospect not to do business with RTS.
8. For the purposes of this section, “directly or indirectly” includes acting individually, or as partner or as agent, independent contractor, employee or owner of any entity, or in any capacity for any business entity of any nature. For the purposes of this section, “Prospect” shall mean any prospective customer or client with which RTS attempted to establish a business relationship during the tenure of your employment prior to the cessation of your employment with RTS.
9. For the purposes of this section, “Client” shall mean any customer with which RTS maintained a business relationship on the date of or during the tenure of your employment prior to the cessation of your employment with RTS.
10. For the purposes of this section, “Competitor” shall mean any company which is in the similar products and services business as RTS on the date of joining or during the tenure of your employment prior to the cessation of your employment with RTS”

RELIABLE TECHNOSYSTEMS INDIA PVT. LTD.

11. You will be required to abide by the rules and regulations of RTS as may be amended from time to time.
12. This offer of employment is contingent upon satisfactory results, in the sole opinion of RTS all reference and background checks to be performed by RTS.
13. In case if you want to leave the company, you should serve the notice period of 2 months after submitting the resignation letter and you should handover your duties and responsibilities to your replacement before leaving the company.
14. This Agreement shall be governed by the laws of the State of Telangana, India. If any provision of this Agreement shall be held invalid in a court of law, the remaining provisions shall be construed as if the invalid provision were not included in this Agreement.

RTS has not made any statements or representations to you with respect to the proposed terms and conditions of your employment that are not set forth in this letter. This letter supersedes all prior discussions or communications, written or oral, and all other agreements or prior letters regarding the terms and conditions of your employment with RTS

For **Reliable Technosystems (I) Pvt. Ltd**



1st June 2023

Authorized Signatory

I, Sandeep Reddy accept the above terms and conditions and expect to start employment on or before 21st June 2023

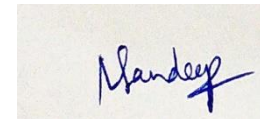
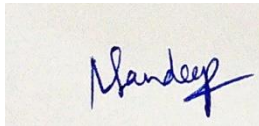


EXHIBIT
“A”

You will be compensated monthly at rate below for your services. As part of offer you will be offered an Annual gross cost to company (CTC) of **Rs.8,00,000**. Any statutory taxes or deduction are to be borne by you.

For **Reliable Technosystems (I) Pvt. Ltd**



Krishna Sandeep Reddy Nallamilli



Authorized Signatory



Date: 31-Mar-23

Employment Agreement

To,

Nagendra Vara Prasad Pulla

Hyderabad, Telangana

Dear Nagendra Vara Prasad Pulla,

We, at Tessolve Semiconductor Private Limited (“**Company**”), are pleased to offer you employment as **Design Engineer 1** with the Company in response to your application and the subsequent interview(s) you had with us, on the following terms and conditions:

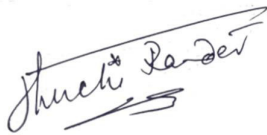
1. You shall commence your technical training with the Company on the date of signing of the Employment agreement with the Company, which will be the later date of signing by either of the parties 3rd April 2023, for a period of 3 months (“**Training Period**”). Training period may be extended, reduced or waived by the Company, at its sole discretion and without assigning any reasons for the same. During your Training Period, your designation shall be “Trainee” and you shall be entitled to receive a stipend of INR 10000/ (Indian Rupees Ten thousand only). The Clauses 3, and 4 shall be applicable to you upon successful completion of the Training Period and conversion to regular Employment role. The Company shall be free to terminate this Employment Agreement at any time during the Training Period without any cause for the same and without any notice or salary in lieu thereof.
2. You hereby undertake that all documents/information required by the Company and furnished by you including and not limiting to the documents relating to the education, past employment, conduct, particulars mentioned in the Resume/CV/Biodata, age and health at the time of execution of this Agreement or at any point of time prior thereto are true and correct and are not forged/misleading documents/information. You shall lend your full cooperation to any agency/third party engaged by the Company to verify the background information as furnished to the Company by you and undertake not to obstruct or hamper in any manner whatsoever the above referred agency / third party in the performance of its duties.
3. Your annual compensation which will be effective post successful completion of training period, is detailed herewith in Annexure – A. You hereby expressly agree that the compensation payable to you is confidential and you shall not disclose such information to any person within or outside the Company, except to your Reporting Manager/Designated Authority.
4. You shall serve a probationary period of six (6) months (“**Probation Period**”), from the date of completion of Training Period, which may be extended, reduced or waived by the Company at its sole discretion and without assigning any reasons for the same. You shall continue to receive the salary agreed upon in Clause 3 and Annexure A of this Employment Agreement during the Probation Period. Company shall be free to terminate this Employment Agreement at any time during the Probation Period without any cause for the same by giving 15 days notice or on payment of 15 days’ pay in lieu of such notice.
5. You agree to execute and abide by the Non-Disclosure and Invention Assignment Agreement furnished by the Company under which you will have an obligation to keep confidential the Company’s proprietary information as well as an obligation to safeguard the Company’s

intellectual property. The Non-Disclosure and Invention Assignment Agreement shall form an integral part of this Employment Agreement.

6. You agree to execute and abide by the Employee Service Agreement furnished by the Company under which you shall have non-solicitation and non-compete obligations. The Employee Service Agreement shall form an integral part of this Employment Agreement.
7. You shall strictly, and without exception, adhere to the Code of Conduct, anti-sexual harassment policy and all other Company policies, as applicable to you, which may be modified and notified by the Company from time to time.
8. You undertake that all equipment/data/information supplied or conveyed by the Company to you is, and shall remain, the property of the Company alone and you shall return the same to the Company at the time of cessation or termination of your employment in good/similar condition, except for natural wear and tear.
9. Your usual place of work will be **Hyderabad**. However, you may be transferred to or seconded to any other location operated by the Company and its associates or subsidiaries within India and outside India. You also expressly agree that the Company may assign this Agreement or send you on secondments to any of the Company's subsidiaries or affiliates or associates or clients or other third parties in India or any other location, at the Company's option.
10. You shall not have the right or the authority to make any representation, contract or commitment for or on behalf of the Company except in accordance with the approvals granted by the Company or in the ordinary course of performing your duties. Except as may be authorized by the Company, you shall have no authority, implied or otherwise, to pledge the credit of the Company.
11. By signing this Employment Agreement, you give consent to the Company to (i) hold; (ii) process; and (iii) disclose and transfer to any third party for the purpose of internal monitoring and compliance, administrative processes and/or compliance with applicable law, both electronically and manually, all information relating to you, including your sensitive personal data and information as defined under the IT Act and the rules made thereunder, including the Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011.
12. You also agree and represent that you have not employed any sort of malpractices during the interview process for the current offer. In the event Company reasonably believes that you have either taken certain external assistance during your interview stage for the current offer without the same being approved by Company, this offer shall be terminated forthwith by the Company. Without prejudice to the right of the Company under this clause the Company may also initiate appropriate legal actions against you in this regard.
13. During the term of your employment with the Company, and at any time thereafter, you agree to reasonably cooperate (with due regard given to your other commitments), (i) with the Company in the defence of any legal matter not adverse to you and involving any matter that arose during your employment with the Company or any subsidiary or affiliate of the Company; and (ii) with all government authorities on matters pertaining to the Company or any subsidiary, if any, or affiliate of the Company, in each case, relating to your employment period and not adverse to you.

14. During Probation Period and after confirmation, you may terminate your employment by giving ninety (90) days prior written notice to the Company. The remuneration for the notice period shall be given subject to your attending work for regular hours on each day of the said notice period and continuing to abide by the terms and conditions of this Employment Agreement during the term of the said period. Failure to give notice or serve the entire notice period of ninety (90) days shall entitle the Company to deduct proportionate amounts up to ninety (90) days' salary from the full and final settlement payable to you. The Company retains the right to waive the notice period required to be served under this Clause at its sole discretion. The Company may terminate your employment at any point of time after probation period by giving ninety (90) days' notice to you or upon payment of salary in lieu of the notice period.
15. In the event you terminate your employment within Four [4] Years from the Commencement Date (including Training period), the Employee shall pay INR Ten Lakhs [10,00,000] as indemnification for the training cost and other expenses incurred by the Company on your behalf. You undertake and agree to not dispute the aforementioned amount and pay such amount to the Company prior to the effective date of termination. You acknowledge and agree that the aforementioned amount is reasonable, and cost and expenses incurred by the Company in training you for your specific responsibilities towards the Company.
16. In the event of material breach of the terms and conditions of this Employment Agreement by you, the Company shall be entitled to terminate your employment forthwith. Material breach of the terms and conditions of this Employment Agreement includes, without limitation, the following:
 - a. A breach, whether wilful or otherwise of Clause 1, Clause 6 and Clause 7 of this Employment Agreement and/or any/all covenants/undertakings/instructions contained therein;
 - b. A breach, whether wilful or otherwise of the Non-Disclosure and Invention Assignment Agreement or the Employee Service Agreement;
 - c. An act which constitutes a punishable offence under any statute in force in India on the date of commission of such act;
 - d. An act that harms the reputation, standing or credibility of the Company in the community or with the customers or suppliers of the Company;
 - e. Commission of a crime or an act of moral turpitude;
 - f. You fail to comply with directives from designated authority(/ies), the Company's board of directors or managing officers, or company policies;
 - g. You become insolvent;
 - h. You are found guilty of dishonesty, disobedience, misappropriation, theft, fraud, disorderly behaviour or negligence.
 - i. Unauthorised absence from work for a period of 3 working days.
17. You hereby agree to indemnify and hold the Company harmless against all liabilities, damages, claims, suits, proceedings, costs and expenses (including but not limited to legal costs) that may be suffered or incurred by the Company as a consequence of your breach of the terms of this Employment Agreement.
18. If any provision of this Employment Agreement is adjudicated by a court or any other adjudicatory authority invalid, illegal or unenforceable in any respect, the remainder of this Employment Agreement will be enforced as if such invalid, illegal or unenforceable provision had never been contained in this Employment Agreement.

19. This Employment Agreement shall be modified only by mutual agreement between the parties in writing.
20. This Employment Agreement shall be governed and interpreted by and construed in accordance with the laws of India. The courts of Bengaluru shall have exclusive jurisdiction in respect of all matters relating to or arising out of this Employment Agreement.
21. The termination of this Agreement shall not affect any Clause which by its very nature is intended to survive the termination of this Employment Agreement, and all such Clauses shall survive the termination of this Employment Agreement.
22. At the time of joining, you are requested to produce the original certificates in proof of (a) age, (b) Qualification, (c) Relieving Order from the present employer, if applicable (or) copy of your resignation letter from the previous employer.
23. In case your written acceptance of this Employment Agreement is not received within three (3) days of issue, this Employment will be treated as withdrawn and cancelled, without any further reference to you.
24. Please sign and return the duplicate copy of this Employment Agreement as a token of your acceptance of the above-mentioned terms and conditions.

Tessolve Semiconductor Private Limited**[Employee]**_____
(Signature)_____
(Authorised Signatory)**Name:** _____**Date:** _____**Name: Shuchi Shukla****Designation: Associate VP - HR**

(Mention Training commencement date)

Date: 31-Mar-23

Annexure A

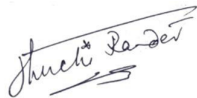
Salary

Name: Nagendra Vara Prasad Pulla
Designation: Design Engineer 1
Location: Hyderabad
WEF: 3-July-23

Grade: T7-B
Job Category: Technical

Salary	Cost to Company	
	In Indian Rupees	
	Per Month	Per Annum
Basic	13000.00	156000.00
HRA @ 50% of Basic	6500.00	78000.00
LTA	1083.00	12996.00
Flexible Benefit Plan	9284.00	111408.00
Total (A) #	29867.00	358404.00
Company Contribution		
Provident Fund	1800.00	21600.00
Total Gross Pay (B)	31667.00	380100.00
Gratuity *	625.30	7503.60
Health & Personal Accident Insurance *	500.00	6000.00
Total (C)	32792.30	393600.00
Project based Variable Pay		40000.00
Total Cost to the Company	32792.30	433600.00

FOR TESSOLVE SEMICONDUCTOR PVT LTD



Shuchi Shukla
Associate VP - HR

Other Benefits

- 1) (*) As per prevailing company policy
- 2) (#) From Total A Component, Employee Contribution of PF, PT and TDS as applicable will be deducted.
- 3) Salary Revision

Salary revisions are at the sole discretion of the Company. The below salary numbers are indicative; actual salary will depend on, but not limited to, Individual Performance & Billability, Company Performance and Business & Market Conditions and will be aligned with Company Appraisal Cycle post completion of one year of service.

Effective date	Total Gross Pay (B) /per annum
Aligned with Company Appraisal Cycle, upon completion of 1 year as regular fulltime employee	INR 6,00,000 /per annum
Aligned with Company Appraisal Cycle, upon completion of 2 years as regular fulltime employee	INR 8,00,000/per annum
Aligned with Company Appraisal Cycle, upon completion of 3 years as regular fulltime employee	INR 10,00,000/per annum

4. ## Bonus Terms:

The payment due date will change based on regular Employment start date. Project based variable pay will be paid Quarterly based on accomplishing the KPIs, individual performance and business performance. The bonuses are not part of fixed pay but are considered taxable income. The employee understands that the bonuses will be forfeited if the employee fails to report to work, or if the employee is no longer in the position to which hired or if the performance is not satisfactory.

Further, if the employee chooses to leave the organization or in the event the employee’s employment is terminated by the Company for any reasons, in accordance with the terms of this Employment Agreement, within two years from the date of payout, he/she will have to return all other bonuses paid as per the offer letter

(Except any variable incentive pay linked to key performance indicators) and also any relocation expenses incurred by the organization at the time of joining. It is also clarified that the employee will not be entitled to any bonus payouts as per this Employment Agreement if the employee (a) has resigned or been terminated by the Company in line with the terms of this Agreement (b) is serving a notice period as per the terms of this Employment Agreement.

4) \$ Employees can opt for following as part of the tax benefit from the FBP amount:

- a. Fuel Card1
- b. Car lease2
- c. Employer contribution to NPS
 - 1 Available for leads (or equivalent titles/grades) & above
 - 2 Available for Managers (or equivalent titles/grades) & above

Note - Any tax liability arising in respect of payments made pursuant to this Employment Agreement or income earned by you pursuant this Employment Agreement is in effect shall be borne solely by you. The Company shall only be responsible for withholding taxes from the payment made to you pursuant to this Employment Agreement and payment thereof to the credit of the Government of India in accordance with the provisions of the Income Tax Act, 1961 and applicable law.



NON-DISCLOSURE AND INVENTION ASSIGNMENT AGREEMENT

This non-disclosure and invention assignment agreement (the “**Agreement**”) is made and entered into on 3rd April 2023 (the “**Effective Date**”), by and between:

Tessolve Semiconductor Private Ltd, a company incorporated under the Companies Act 1956 having its registered office at Plot 31, Electronic City Phase II Bangalore, India - 560 100 (hereinafter referred to as the “**Tessolve**” or “**Company**”, which expression shall, unless repugnant to the context or meaning thereof, be deemed to include its successors and permitted assigns) of the **FIRST PART**;

AND

Nagendra Vara Prasad Pulla, an individual, having residence/primary correspondence address at **No. 11-59 Kamalapur, Hanmakonda, Telangana 505102**

(hereinafter referred to as the “**Recipient**” or “**Employee**” which expression shall unless repugnant to the context or meaning thereof shall be deemed to include its successors and permitted assigns) of the **SECOND PART**.

The Discloser and the Recipient shall hereinafter be referred to individually as the “**Party**” and collectively as the “**Parties**”.

RECITALS

- A.** Tessolve has engaged the Recipient to provide certain services and will provide certain information concerning Tessolve’s business so that the Recipient can provide the requisite services to Tessolve and develop/create inventions, original works of authorship, developments, concepts, know-how, improvements or trade secrets for the sole benefit of Tessolve and its affiliates (“**Purpose**”).
- B.** In this regard, Tessolve may disclose to the Recipient confidential or proprietary information, whether in writing or orally, including, without limitation, information pertaining to the Discloser and its business, including trade secrets, patents, patent applications, copyrights, know-how, processes, ideas, inventions (whether patentable or not), formulas, computer programs, databases, employees details, lists of past or present clients, customers or Recipients, licensors or licensee of Tessolve’s product(s), product or service development plans; marketing plans; pricing policies; business acquisition plans or targets any development plans, forecasts, strategies, business plans, analysis, predictions, projections, intellectual property, contracts, proposals, documents, mechanical and electronic design drawings, specifications, software, materials, methods, operations, procedures, financial information, financial statements, other business data, information provided to Tessolve by its clients, customers or any third party in confidence and any other information regardless of form which is deemed to be valuable to Tessolve (hereinafter collectively referred to as the “**Confidential Information**”).
- C.** In connection with the Purpose, Tessolve may also provide some equipment, devices, or other property, documents or other media that is owned by Tessolve and/or which contain or embody information relating to Tessolve and all manifestations of Tessolve’s intellectual property rights including without limitation, computing devices, mobile phones, designs, graphics, drawings, photographs, charts, graphs, notebooks, customer lists, client lists, recordings, other tangible or

intangible manifestation of content, and all other documents whether printed, typewritten, handwritten, electronic, or stored on computer disks, tapes, hard drives, or any other tangible medium, as well as samples, models, prototypes, products and the like, including copies thereof (hereinafter collectively referred to as the “**Company Materials**”).

- D.** Confidential Information does not include information that: (i) is or becomes generally available to the public through no improper action or inaction by the Recipient, or (ii) was in the Recipient’s possession or known by it prior to receipt from the Discloser as evidenced by written records, or (iii) was rightfully disclosed to the Recipient by a third party provided the Recipient complies with restrictions, if any, imposed on the third party, or (iv) was independently developed by the Recipient or its employees or personnel and the authorized persons, without reliance on the Confidential Information as evidenced by written records.
- E.** The Recipient may with the use of the Confidential Information or otherwise create certain inventions, original works of authorship, developments, concepts, know-how, improvements or trade secrets, whether or not patentable or registrable under copyright or similar laws, which the Recipient may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, whether or not within working hours, during the term of their relationship with the Discloser (collectively referred to as “**Inventions**”).

NOW, THEREFORE, in consideration of the terms and conditions hereinafter set forth, and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties hereto mutually agree as follows:

1. Confidentiality Obligations

- a. Non-Use and Non-disclosure obligations:** The Recipient agrees (a) to hold the Discloser’s Confidential Information in confidence and to take all reasonable precautions to protect such Confidential Information; (b) not to disclose any Confidential Information or Company Materials any information derived therefrom to any third person without the prior written consent of the Discloser; (c) to use the Confidential Information and Company Materials solely for the Purpose and to not use such Confidential Information and Company Materials for the Recipient’s own benefit, or for the benefit of any third parties to the detriment of the Discloser; and (d) not to reverse engineer, de-compile, disassemble, or otherwise interfere with any Confidential Information, Company Materials or software disclosed hereunder. The Recipient’s obligations under this Agreement with respect to any Confidential Information shall remain in effect notwithstanding the termination or expiry of this Agreement.
- b. Compelled Disclosure:** If the Recipient is compelled by law to disclose Confidential Information of the Discloser, it shall provide the Discloser with prior written notice of such compelled disclosure (to the extent legally permitted) and reasonable assistance, at the Discloser’s cost, if the Discloser wishes to contest the disclosure. The Recipient shall use reasonable efforts to limit any such disclosure, to the extent required and to obtain confidentiality protections to the extent reasonably practicable.
- c. Ownership of Confidential Information and other materials:** As between the Discloser and the Recipient, the Discloser shall be the sole and exclusive owner of all of the Confidential Information, whether created by the Discloser, the Recipient or any third party, and no license

or other rights to the Confidential Information are granted or implied hereby. All tangible materials furnished to one Party by the other Party shall remain the property of the Party furnishing such materials.

- d. **Responsibility for Company Materials:** The Recipient shall hold any and all Company Materials that are or may come into the possession or control of the Recipient as a bailee and shall take all reasonable care to prevent any damage or deterioration to the Company Materials. The Company Materials shall at all times remain the property of the Discloser, and the Recipient shall return all Company Materials to the Discloser upon the Discloser's request, or upon the termination/expiry of this Agreement. The Recipient shall be liable to reimburse the Discloser for any damage to or loss of any Company Materials, and the Discloser may set off any amount due from the Recipient pursuant to this Agreement from any amounts the Discloser may be required to pay the Recipient under any other Agreement. All Company Materials are provided on an "as-is" and "as-available" basis, and the Company does not provide any express or implied warranties in relation to the Company Materials.
- e. **No Warranty:** All Confidential Information is provided on an "as is" basis and without any warranty, express, implied or otherwise, regarding its accuracy, completeness or performance. The Discloser makes no representation or warranty as to the accuracy or completeness of the Confidential Information and the Recipient agrees that the Discloser shall have no liability to the Recipient resulting from any use of the Confidential Information.

2. **Invention Assignment**

- a. **Inventions Retained and Licensed:** The Recipient has attached hereto, as Exhibit A, a list describing with particularity all inventions, original works of authorship, developments, improvements, and trade secrets which were made by the Recipient prior to the commencement of the relationship with Tessolve (collectively referred to as "Prior Inventions"), which belong solely to the Recipient or belongs to the Recipient jointly with another person or entity, which relate in any way to any of Tessolve's proposed businesses, products or research and development, and which are not assigned to Tessolve hereunder. If no Exhibit is attached, the Recipient represents that there are no such Prior Inventions. If, in the course of the Recipient's relationship with Tessolve the Recipient incorporates into any of Tessolve's products, processes or machines a Prior Invention owned by the Recipient or in which the Recipient has an interest, Tessolve is hereby granted and shall have a non-exclusive, royalty-free, irrevocable, perpetual, worldwide license (with the right to sublicense) to make, have made, copy, modify, make derivative works of, use, sell and otherwise distribute such Prior Invention as part of or in connection with such product, process or machine.
- b. **Assignment of Inventions:** The Recipient agrees that the Recipient shall promptly make full written disclosure to Tessolve, will hold in trust for the sole right and benefit of Tessolve, and hereby assign to Tessolve, or its assignee, a perpetual and irrevocable right, title and interest throughout the world in and to any and all Inventions including, without limitation, original works of authorship, developments, concepts, know-how, improvements or trade secrets, whether or not patentable or registrable under copyright or similar laws. The Recipient further acknowledges that all inventions, original works of authorship, developments, concepts, know-how, improvements or trade secrets which are made by the Recipient (solely or jointly with others) within the scope of and during the period of the Recipient's relationship with Tessolve as evidenced by any agreement with Tessolve, are "works made for hire" (to the greatest extent permitted by applicable law) and are compensated by such amounts paid to Recipient under any applicable consulting agreement, unless regulated otherwise by the mandatory applicable laws

of India. Notwithstanding anything to the contrary contained in the Agreement, the Recipient acknowledges and agrees that assignment of Inventions under this clause shall not extinguish with the termination of this relationship under any applicable consulting agreement or happening of any foreseeable or unforeseeable future event; and the assignment rights granted herein shall be valid for the term of the Agreement and for time thereafter. The Recipient agrees that, notwithstanding the provisions of Section 19(4) of the Indian Copyright Act, 1957, assignment of Inventions under this clause shall not lapse, nor the rights transferred therein revert to the Recipient, even if Tessolve does not exercise the rights under the assignment within a period of one (1) year from the date of the assignment.

- c. **Maintenance of Records:** The Recipient agrees to keep and maintain adequate and current written records of all Inventions made by it (solely or jointly with others) during the term of its relationship with Tessolve. The records may be in the form of notes, sketches, drawings, flow charts, electronic data or recordings, laboratory notebooks, and any other format. The records will be available to and remain the sole property of Tessolve at all times. The Recipient agrees not to remove such records from Tessolve's place of business except as expressly permitted by Tessolve's policy which may, from time to time, be revised at the sole election of Tessolve for the purpose of furthering the Company's business. Further, the Recipient agrees to return all such records (including any copies thereof) to the Tessolve at the time of termination of its relationship with Tessolve as provided for in Section 3.
- d. **Patent and Copyright Rights:** The Recipient agrees to assist Tessolve, or its assignee, at Tessolve's expense, in every proper way to secure Tessolve's rights in the Inventions and any copyrights, patents, trademarks, mask work rights, moral rights, or other intellectual property rights relating thereto in any and all countries, including the disclosure to Tessolve of all pertinent information and data with respect thereto, the execution of all applications, specifications, oaths, assignments, recordation, and all other instruments which Tessolve shall deem necessary in order to apply for, obtain, maintain and transfer such rights and in order to assign and convey to Tessolve, its successors, assigns and nominees the sole and exclusive rights, title and interest in and to such Inventions, and any copyrights, patents, mask work rights or other intellectual property rights relating thereto. The Recipient further agrees that the Recipient's obligation to execute or cause to be executed any such instrument or papers shall continue after the termination of this Agreement until the expiration of the last such intellectual property right to expire in any country of the world. If Tessolve is unable because of the Recipient's mental or physical incapacity or unavailability or for any other reason to secure the Recipient's signature to apply for or to pursue any application for any foreign patents, copyright, mask works or other registrations covering Inventions or original works of authorship assigned to Tessolve as above, then the Recipient hereby irrevocably designates and appoints Tessolve and its duly authorized officers and agents as the Recipient's Agent agent and attorney in fact, to act for and on the Recipient's behalf and stead to execute and file any such applications and to do all other lawfully permitted acts to further the application for, prosecution, issuance, maintenance or transfer of letters patent, copyright or other registrations thereon with the same legal force and effect as if originally executed by the Recipient. The Recipient hereby irrevocably waives any claims of any nature whatsoever against Tessolve, which the Recipient now or hereafter may have for infringement of any and all proprietary rights assigned to Tessolve.

3. Term and Termination

- a. The term of this Agreement shall commence on the Effective Date and continue until completion of the Purpose or termination of all applicable Recipient agreements between Tessolve and the Recipient whichever is later.

- b. On the termination of this Agreement, the Recipient agrees to deliver to the Tessolve (and not keep in the Recipient's possession, recreate or deliver to anyone else) any and all of Tessolve's Company Materials, Confidential Information or Inventions, including without limitation, all devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, laboratory notebooks, materials, flow charts, equipment, other documents or property, or reproductions of any of the aforementioned items developed by the Recipient pursuant to the relationship with Tessolve or otherwise belonging to Tessolve, its successors or assigns. The Recipient hereby agrees to sign and deliver to Tessolve a termination certification in the manner and form and prescribed by Tessolve.

4. General Provisions.

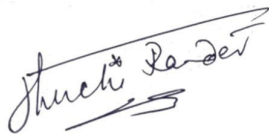
- 4.1 Engagement with Customer/ Client:** The Recipient hereby agrees that for a period of six (6) months following cessation of the employment of the Recipient with Tessolve, the Recipient shall not, directly or indirectly, whether through partnership or as a shareholder, joint venture partner, collaborator, consultant, executive, employee or agent or in any other manner whatsoever, whether for profit or otherwise, engage in any client or customer of Tessolve for whom the Recipient worked on a project/assignment during twelve (12) months prior to cessation of employment of the Recipient. In case of breach of this Clause 4.1, the Recipient shall be liable to forthwith pay INR 5,00,000/- (Indian Rupees Five Lakh only) to Tessolve. In case of breach of this Clause 4.1 by the Recipient holding a title of Lead (or equivalent titles/grades) or above, Recipient shall be liable to forthwith pay an amount equal to 3 times the monthly gross pay as prevalent at the time of breach.
- 4.2 Engagement with other employees:** The Employee undertakes that during the period of his/her employment, and after cessation of the employment, the Employee shall not employ or attempt to employ or assist anyone else to employ any person who is in the employment of the Company at the time of the alleged prohibited conduct, or was in the employment of the Company at any time in the preceding twelve months.
- 4.3 Notification to other parties:** The Recipient hereby grants consent to notification by Tessolve to any other parties besides Tessolve with whom the Recipient maintains a consulting relationship, including parties with whom such relationship commences after the effective date of this Agreement, about the rights and obligations of the Recipient under this Agreement.
- 4.4 Waiver and Cumulative Remedies:** No failure or delay by either Party in exercising any right under this Agreement shall constitute a waiver of that right, and any waiver to be binding shall be made in writing. Other than as expressly stated herein, the remedies herein are in addition to, and not exclusive of, any other remedies of a Party at law or in equity.
- 4.5 Severability:** Should any provision of this Agreement be held to be unenforceable, such provision shall be modified by the Parties and interpreted so as to best accomplish the objectives of the original provision, to the fullest extent permitted by law, and the remaining provisions of this Agreement shall remain in full force and effect.
- 4.6 Assignment.** The Parties shall not directly or indirectly assign or transfer by operation of law or otherwise any rights or obligations under this Agreement, without the prior written consent of the other Party.

- 4.7 Governing Law and Venue.** This Agreement shall be governed exclusively by the laws of India, without regard to its conflict of laws' provisions. Subject to clause 4.6, the courts located in Bengaluru, India shall have exclusive jurisdiction in relation to this Agreement.
- 4.8 Dispute Resolution:** In the event of any dispute between the Parties arising out of or in relation to the Agreement, including without limitation, regarding the existence, validity, application or interpretation thereof (collectively, the “Dispute”), the aggrieved Party shall promptly notify the other Party of such Dispute and refer the matter to arbitration. The arbitration shall be conducted in accordance with the Indian Arbitration and Conciliation Act, 1996 (as amended from time to time). Arbitration shall be presided over by a sole arbitrator appointed by Tessolve at its sole discretion. The seat and venue of arbitration shall be Bengaluru and the language of arbitration shall be English.
- 4.9 Injunctive Relief.** The Parties acknowledge that a breach of any of the provisions contained in this Agreement may result in irreparable and continuing harm for which there will be no adequate remedy at law and that the non-breaching Party shall be entitled to seek injunctive relief and/or a decree for specific performance, and such other relief as may be proper (including monetary damages if appropriate).
- 4.10 Entire Agreement and Construction.** This Agreement constitutes the entire agreement between the Parties as to its subject matter and supersedes all prior and contemporaneous agreements, proposals or representations, written or oral, concerning its subject matter. No modification, amendment or waiver of any provision of this Agreement shall be effective unless in writing and signed by both Parties.
- 4.11 Counterparts.** This Agreement may be executed in counterparts which, taken together, shall form one legal instrument.

Acknowledged and Agreed:

Discloser

Recipient



Name:

Name: Shuchi Shukla

Title: Associate VP - HR

EXHIBIT A
LIST OF PRIOR INVENTIONS
AND ORIGINAL WORKS OF AUTHORSHIP

Title	Date	Identifying Number or Brief Description
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___ No inventions or improvements

___ Additional Sheets Attached

Signature of Employee/Recipient:

Print Name of Employee/Recipient:

Date:

Employee:

Employee Name:

Date:

Place:

Employee Service Agreement

This Employee Service Agreement (“**Agreement**”) is executed at Tessolve office Hyderabad on 3rd April 23.

By and Between

Tessolve Semiconductor Private Ltd, a company incorporated under the Companies Act 1956 having its registered office at Plot 31, Electronic City Phase II Bengaluru, India - 560 100 (hereinafter referred to as the “**Employer**” or “**Company**”, which expression shall, unless repugnant to the context or meaning thereof, be deemed to include its successors and permitted assigns) of the **FIRST PART**;

AND

Nagendra Vara Prasad Pulla, an Indian citizen residing at **No. 11-59 Kamalapur, Hanmakonda, Telangana 505102**

(hereinafter referred to as the “**Employee**”, which expression shall, unless repugnant to or inconsistent with the context or meaning thereof, be deemed to include his/her successors, legal representatives and permitted assigns) of the **SECOND PART**.

The Employer and the Employee are hereinafter together referred to as the “**Parties**” and individually as the “**Party**”.

WHEREAS:

The Parties executed the Employment Agreement dated 3rd April 2023 (“**Employment Agreement**”) whereby the Employee agreed to be bound by non-solicitation and non-compete obligations as prescribed under this Agreement.

THIS AGREEMENT NOW WITNESSES AS FOLLOWS

1. The Employee undertakes that the Employee shall not carry on or engage in, directly or indirectly, whether through partnership or as a shareholder, joint venture partner, collaborator, consultant, executive, employee or agent or in any other manner whatsoever, whether for profit or otherwise, any business/trade/vocation which competes with the whole or any part of the business of the Employer for a period of two (2) years following (a) cessation of the employment either through notice or termination and/or any other mode the Employer may deem fit; or (b) the Employee ceasing to hold any shares in the Employer, whichever is later. It is clarified that for the purposes of the present Clause, the term ‘Employee’ shall continue to refer to the Employee even after the termination or cessation of his/her employment.
2. The Employee undertakes that during the period of his/her employment, and after cessation of the employment, the Employee shall not attempt to directly or indirectly, whether through partnership or as a shareholder, joint venture partner, collaborator, consultant or agent or in any other manner whatsoever, whether for profit or otherwise solicit from any client/customer of the Employer, any business of the type carried on by the Employer, or any of its affiliates or group companies, or persuade any person, firm or entity which is a client/customer of the Employer, or its affiliates or its group companies to cease doing business or to reduce the amount of business which any such client/customer has customarily done or might propose doing with the Employer, or any of its affiliates or group companies, as the case may be, whether or not the relationship

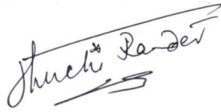
between the Employer/such affiliate/group company and any such client/customer was originally established in whole or in part through the direct or indirect efforts of the Employee.

3. The Employee undertakes that during the period of his/her employment, and after cessation of the employment, the Employee shall not employ or attempt to employ or assist anyone else to employ any person who is in the employment of the Company at the time of the alleged prohibited conduct, or was in the employment of the Company at any time in the preceding twelve months.
4. The Employee hereby agrees that for a period of six (6) months following cessation of the employment of the Employee with the Employer, the Employee shall not, directly or indirectly, whether through partnership or as a shareholder, joint venture partner, collaborator, consultant, executive, employee or agent or in any other manner whatsoever, whether for profit or otherwise, engage in any client or customer of the Employer for whom the Employee worked on a project/assignment during twelve (12) months prior to cessation of employment of the Employee. In case of breach of this Clause 4, the Employee shall be liable to forthwith pay INR 5,00,000/- (Indian Rupees Five Lakh only) to Tessolve. In case of breach of this Clause 4 by the Recipient holding a title of Lead (or equivalent titles/grades) or above, Recipient shall be liable to forthwith pay an amount equal to 3 times the monthly gross pay as prevalent at the time of breach.
5. Further, as agreed under the Employment Agreement, in the event Employee terminates his/her employment with the Employer within Four (4) years from the date of Employment (including Internship and training period), the Employee shall pay INR Ten Lakhs [10,00,000] as indemnification for the training cost and other expenses incurred by the Employer on behalf of the Employee. The Employee undertakes and agree to not dispute the aforementioned amount and pay such amount to the Employer prior to the effective date of termination. The Employee acknowledges and agrees that the aforementioned amount is reasonable, and cost and expenses incurred by the Employer in training the Employee for his/her specific responsibilities towards the Employer.
6. The Employee undertakes that the terms and conditions included in this Agreement are reasonable for the legitimate protection of the business and goodwill of the Employer and that the Employee is fully amenable, with no reservations whatsoever to abide by the terms and conditions of this Agreement, but in the event that such restriction shall be found to be void under applicable law, but would be valid if some part thereof was deleted or the scope, period or area of application were reduced, the above restriction shall apply with the deletion of such words or such reduction of scope, period or area of application as may be required to make the restrictions contained in this Agreement valid and effective. Notwithstanding the limitation of this provision by any law for the time being in force, the Employee undertakes, at all times to observe and be bound by this Agreement. Provided however, that on the revocation or removal of such limitation, the original restrictions, as provided in this Clause, would stand renewed.

7. This Agreement shall be governed and construed in accordance with the terms and conditions of the Employment Agreement.

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement as of the day and year first herein above written.

Tessolve Semiconductor Private Limited



(Authorised Signatory)

Name: Shuchi Shukla

Designation: Associate VP - HR

Employee:

(Signature)

Name: _____

Date: _____



Internship Offer Letter

Ref: TCSL/AIP 2023-24/Summer/CT20213634168

Date: 30-Mar-2023

NAAMA KAVYASREE

Chaitanya Bharathi Institute of Technology, Hyderabad
kavyasree.naama@gmail.com

Dear NAAMA KAVYASREE ,

Sub: Internship Offer

We are pleased to offer you internship in Tata Consultancy Services (TCS) with the following terms and conditions:

1. The tentative start date is 03-Apr-2023 and end date is 29-Sep-2023. These dates can be changed in discussion with the Project Guide
2. You will be assigned a Project Guide under whose supervision you will work on the project assigned to you.
3. You shall complete your project in accordance with the requirements and guidance of the TCS Project Guide, and maintain qualitative standards as required. You will maintain the discipline, dignity, honor and goodwill of TCS.
4. The arrangement is not that of an employer and an employee and as such you shall not be eligible to any allowances or other benefits as may be available to the employees of TCS.
5. You will observe the rules & regulations and discipline of TCS, and also maintain complete confidentiality and secrecy of the matters pertaining to TCS and/or any data that has been provided to you in the course of your project work. The detailed terms of Confidentiality, Data and Intellectual Property Protection are enclosed as Annexure A. You will be permitted to attend any classes in the college / university at the discretion of the Project Guide if so called for during the period of your project assignment.
6. On completion of your internship you will be required to submit a copy of your project report, which will be the sole property of TCS.
7. You shall not undertake any internship in parallel with this internship
8. In the event of any misconduct or breach of terms of this internship on the part of the Intern during the internship period, TCS reserves the right to terminate internship without any notice.
9. This offer of Internship will be governed as per the Laws of India.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane (West) 400 601 India

Tel +91 22 6778 2000/2222 Fax +91 40 6778 2190 website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021



You are required to sign and return a copy of this Internship Offer letter and the Annexure towards your acceptance of the terms and conditions stated therein.

For Tata Consultancy Services

Richard King

Richard King Chatragadda
Region Head – Academic Interface Programme

Accepted,

kya

Name of the Intern: NAAMA KAVYASREE

Date: 07-04-2023

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Annexure A

Confidentiality, Data and Intellectual Property Protection

1. Confidential Information

“Confidential Information” shall mean any and all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Intern and shall include the following:

- a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Intern in the course of or in connection with or arising out of the Intern’s association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,
- b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).
- c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,
- d) Customer and prospective customer lists, and
- e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Intern in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Intern.

2. Intern’s Obligations

Intern agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Intern agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly any Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person

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having a valid contract with TCS. Upon termination of employment, the Intern agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Intern agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Intern shall have no right title or claim of any nature whatsoever in the Confidential Information. Intern shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Intern hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Intern may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Intern shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Intern shall co-ordinate in filing and / or prosecuting any such applications. Intern hereby expressly waives any "artist's rights" or "moral rights", which Intern might otherwise have in such intellectual property rights.

4. Prior knowledge

Intern acknowledges that prior to his or her appointment by TCS; he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Intern further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

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5. Use of Third-Party material

Intern expressly agrees that he or she shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS;

- a) Use any Third-Party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.
- b) Participate in any activity for creation (including conception, design, development, testing, implementation, support or marketing) of any Intellectual Property for or on behalf of TCS or its affiliates if he or she has been exposed, directly or indirectly, to any Third Party IP which is in the same subject area (such as research area, technology or application area) as, or which is same or similar to, the Intellectual Property or any portion thereof, to be so created, unless;
 - i. Intern has expressly declared to TCS in a prescribed form whether such exposure was owing to publicly available information or under and subject to any agreement; AND
 - ii. TCS has expressly confirmed to the Intern that TCS has proper authorization or license or approval of the respective owner of such Third-Party IP to use the same in Intellectual Property or portion thereof to be created and authorized in writing Intern's participation in such activity.
- c) Knowingly access, make reference to or use any Third Party IP (except as permitted under Section 5(a), directly or indirectly, during the period of association with the creation (conception, design, development, testing, implementation, support or marketing) of TCS Intellectual Property or portion thereof, which is in the same subject area of TCS Intellectual Property or which is same or similar to such TCS Intellectual Property or portion thereof being created. In case, Intern access or is exposed to any such Third-Party IP during such association, Intern shall promptly bring it to the notice of TCS IP asset owner or TCS project manager in writing and immediately cease to participate in any such activity.

6. Security policies and Guidelines

- 6.1 Intern agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Information Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.
- 6.2 Intern acknowledge and agree that in the course of, and as a result of his/her engagement with TCS, Intern will have access to, obtain or come across personal

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data or information of other TCS Associates or Clients, including without limitation, sensitive personal data or information (collectively "Personal Data and Information") within the meaning of the applicable Indian Law and Rules or any other applicable Law, directive or regulation anywhere in the world. In respect of any such Personal Data and Information accessed, obtained, acquired or processed by Intern for and on behalf of TCS, its affiliates or Clients, Intern undertake that he/she will:

- a) Process the Personal Data and Information only on behalf of TCS, its Affiliates or Clients, as the case may be, and only on and in accordance with instructions received from the data controller from time to time;
- b) Abide by such technical and organizational measures necessary to prevent the accidental or unlawful destruction or accidental loss, alteration, un-authorized disclosure or access to the Personal Data and Information;
- c) Promptly (and in any event within 24 hours of awareness) bring to notice of TCS or its Affiliates, as the case may be, of any actual or suspected incident of unauthorized or accidental disclosure of, or access to, the Personal Data and Information or other breach of this section (a "Security Breach");
- d) Promptly provide TCS with all information in Intern's notice, possession or control concerning any Security Breach and not make any public announcement regarding a Security Breach without TCS' prior written consent;
- e) Not do, or omit to do, anything, which would cause TCS or any of its employees, officers or agents to be in breach of its obligations under any privacy or data protection policy, regulation or legislation;
- f) Upon expiry or termination of Intern's engagement with TCS, return all copies of the Personal Data and Information to TCS in Intern's possession or control; and
- g) Promptly bring to TCS' notice of any request received from a data subject to have access to his/her Personal Data and Information or of any other communication relating to the access, use or processing of any Personal Data and Information (including any notice from the regulatory body) and fully cooperate and assist TCS in relation to any such request or communication.

6.3 Intern expressly consent that TCS and/or its affiliates may collect, use, transfer, retain or otherwise process Intern's Personal Data and Information in connection with his/her engagement with TCS, in accordance with the then / current TCS policies and procedures and applicable privacy and data protection legislation. TCS may use Third-Party services or sub-contractors to collect or otherwise process Intern's Personal Data and Information for which TCS shall remain responsible for

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such Third-Party services provider or sub-contractor's compliance with TCS' obligations hereunder.

7. Working in SBWSTTM Framework

Intern may be required to work in TCS or its Client's premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy. Intern understands that working in this hybrid environment may have higher confidentiality and information security risks. Intern acknowledges that when working remotely the Intern:

- a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.
- b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.
- c) will bring to the notice of HR of the Unit to any circumstances that prevent Intern from working in a manner consistent with TCS data privacy and security policies/ protocols.
- d) will inform the HR of the Unit if the Intern shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision;
- e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.
- f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).
- g) will not allow anybody to share the official asset being used
- h) where allowed to use personal workstation/laptop or similar computing device (together called "personal asset") to connect to TCS network/customer network, Intern will ensure that he/she fully complies with obligations under this Confidentiality, IP Protection / Non-Disclosure Agreement and adheres to the security best practices that is generally followed and ensure that Intern's access to TCS / TCS Client systems is in line with the approved model. The Intern further agrees that by seeking permission to use a personal asset, the Intern implicitly authorizes the Company to have unhindered access to run scans / forensics, should there be justified reasons to do so.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane (West) 400 601 India
Tel +91 22 6778 2000/2222 Fax +91 40 6778 2190 website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

A handwritten signature in black ink, appearing to read 'Kalya'.



8. Restriction on Intern's Rights

Intern agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Intern agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Intern of the Confidential Information.

10. Equitable Rights

Intern acknowledges that any Confidential Information that comes into the possession and / or knowledge of Intern is of a unique, highly confidential and proprietary nature. It is further acknowledged by Intern that the disclosure, distribution, dissemination and / or release by Intern of the Confidential Information without the prior written consent of TCS or any breach of the Confidentiality Clause by Intern will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

- a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.
- b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1996 or any modifications or re-enactment thereof. Intern confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the

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A handwritten signature in blue ink, appearing to be 'K. J. A.' or similar.



above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

- c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.
- d) This Confidentiality clause along with other documents executed by Intern or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.
- e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.
- f) The obligations of Intern in terms of this Confidentiality clause shall continue during the term of or in the course of the internship of the Intern with TCS and shall continue thereafter in perpetuity.

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A handwritten signature in black ink, appearing to be 'Kumar'.



Ms. Shirisha Pendyala
No 2-23/13 Durga Nager
Puppalaguda Gandipet
Hyderabad - Pincode 500089
Contact Number: +91- 9398711955

Chengalpattu, December 11, 2022
HR/19765/Dec 2022

Dear Shirisha Pendyala,

Congratulations!

We are pleased to offer you the position of **Trainee (Post Graduate Engineer)** with Renault Nissan Technology & Business Centre India Pvt. Ltd. Your location for reporting is Chennai (Mahindra World City), India and the scheduled date of joining is on or before **June 07, 2023**. The offer stands withdrawn thereafter unless the date is extended or communicated to you in writing.

The eligibility criteria prescribed for the above position is a pass in the **3rd & 4th** semester of **Master of Engineering (ES and VLSI)** exam and overall grade /percentage of minimum 70% in academics. This Offer and appointment, if any, pursuant to the above is provisional, subject to you securing a pass in the above **3rd & 4th** semester of **Master of Engineering (ES and VLSI)** exam and overall grade/percentage of minimum 70% in academics and you providing us the consolidated mark sheets or Provisional certificates, to our satisfaction, on or before 30th June 2023. Any failure, on your part, in this regard, shall automatically disentitle you to continue in the services of the Company.

Your annual gross salary will be **Rs.5,25,000-(Rupees Five Lakhs Twenty Five Thousand Only)** as detailed in Annexure 1. You will also be covered under the Company Group Insurance Scheme as per policy terms agreed by the company.

Your terms and conditions of employment are as mentioned in Annexure 3. You will be governed by the terms and conditions of the company and subject to any further amendments from time to time. You are advised to read the Annexures carefully and if the terms and conditions are acceptable to you, please sign the duplicate copy as a token of you having understood and accepted the same.

In case of further clarifications with reference to your joining, please get in touch with our Joining Cell on Email: hr.onboarding@rntbci.com and you are requested to submit the copies of self-attested document as per Annexure 2 at the time of joining.

Renault Nissan Technology & Business Centre India (RNTBCI) family welcomes and wishes you for a rewarding career.

'In line with Government of India regulations, you need to possess Aadhaar or an Aadhaar enrollment number in order to complete your joining formalities. In case your Aadhaar card contains only year of birth, please use the Self-service update portal (SSUP) or approach an enrollment center to update your date of birth. We require the Aadhaar or Aadhaar enrollment number with your date of birth included'.

Acceptance of Offer

Sincerely

Shirisha Pendyala

Venkata Subramanian
Head – Talent Acquisition, RNTBCI

Encl : **Annexure 1**(Salary structure), **Annexure 2**(Check list of documents), **Annexure 3**(Terms & Conditions of Employment), **Annexure 4**(Mandatory Medical Checkup), **Annexure 5**(Covering Letter for Medical Checkup), **Annexure 6**(Pre-Test Requirement)

RENAULT NISSAN TECHNOLOGY BUSINESS CENTRE INDIA
PRIVATE LIMITED
Ascendas IT Park, Mahindra World City, SEZ
No. T P 2/1, Natham Sub Post Office, Chengalpattu District,
Tamil Nadu – 603 004.
India
CIN: U50401TN2007PTC064840

T +91 44 67481000
F +91 44 67481150

Confidential C

Date: 31-Mar-23

Employment Agreement

To,

Balram Dayyala

Hyderabad, Telangana

Dear Balram Dayyala,

We, at Tessolve Semiconductor Private Limited (“**Company**”), are pleased to offer you employment as **Design Engineer 1** with the Company in response to your application and the subsequent interview(s) you had with us, on the following terms and conditions:

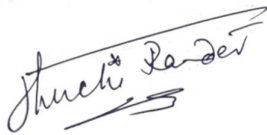
1. You shall commence your technical training with the Company on the date of signing of the Employment agreement with the Company, which will be the later date of signing by either of the parties 3rd April 2023, for a period of 3 months (“**Training Period**”). Training period may be extended, reduced or waived by the Company, at its sole discretion and without assigning any reasons for the same. During your Training Period, your designation shall be “Trainee” and you shall be entitled to receive a stipend of INR 10000/ (Indian Rupees Ten thousand only). The Clauses 3, and 4 shall be applicable to you upon successful completion of the Training Period and conversion to regular Employment role. The Company shall be free to terminate this Employment Agreement at any time during the Training Period without any cause for the same and without any notice or salary in lieu thereof.
2. You hereby undertake that all documents/information required by the Company and furnished by you including and not limiting to the documents relating to the education, past employment, conduct, particulars mentioned in the Resume/CV/Biodata, age and health at the time of execution of this Agreement or at any point of time prior thereto are true and correct and are not forged/misleading documents/information. You shall lend your full cooperation to any agency/third party engaged by the Company to verify the background information as furnished to the Company by you and undertake not to obstruct or hamper in any manner whatsoever the above referred agency / third party in the performance of its duties.
3. Your annual compensation which will be effective post successful completion of training period, is detailed herewith in Annexure – A. You hereby expressly agree that the compensation payable to you is confidential and you shall not disclose such information to any person within or outside the Company, except to your Reporting Manager/Designated Authority.
4. You shall serve a probationary period of six (6) months (“**Probation Period**”), from the date of completion of Training Period, which may be extended, reduced or waived by the Company at its sole discretion and without assigning any reasons for the same. You shall continue to receive the salary agreed upon in Clause 3 and Annexure A of this Employment Agreement during the Probation Period. Company shall be free to terminate this Employment Agreement at any time during the Probation Period without any cause for the same by giving 15 days notice or on payment of 15 days’ pay in lieu of such notice.
5. You agree to execute and abide by the Non-Disclosure and Invention Assignment Agreement furnished by the Company under which you will have an obligation to keep confidential the Company’s proprietary information as well as an obligation to safeguard the Company’s

intellectual property. The Non-Disclosure and Invention Assignment Agreement shall form an integral part of this Employment Agreement.

6. You agree to execute and abide by the Employee Service Agreement furnished by the Company under which you shall have non-solicitation and non-compete obligations. The Employee Service Agreement shall form an integral part of this Employment Agreement.
7. You shall strictly, and without exception, adhere to the Code of Conduct, anti-sexual harassment policy and all other Company policies, as applicable to you, which may be modified and notified by the Company from time to time.
8. You undertake that all equipment/data/information supplied or conveyed by the Company to you is, and shall remain, the property of the Company alone and you shall return the same to the Company at the time of cessation or termination of your employment in good/similar condition, except for natural wear and tear.
9. Your usual place of work will be **Hyderabad**. However, you may be transferred to or seconded to any other location operated by the Company and its associates or subsidiaries within India and outside India. You also expressly agree that the Company may assign this Agreement or send you on secondments to any of the Company's subsidiaries or affiliates or associates or clients or other third parties in India or any other location, at the Company's option.
10. You shall not have the right or the authority to make any representation, contract or commitment for or on behalf of the Company except in accordance with the approvals granted by the Company or in the ordinary course of performing your duties. Except as may be authorized by the Company, you shall have no authority, implied or otherwise, to pledge the credit of the Company.
11. By signing this Employment Agreement, you give consent to the Company to (i) hold; (ii) process; and (iii) disclose and transfer to any third party for the purpose of internal monitoring and compliance, administrative processes and/or compliance with applicable law, both electronically and manually, all information relating to you, including your sensitive personal data and information as defined under the IT Act and the rules made thereunder, including the Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011.
12. You also agree and represent that you have not employed any sort of malpractices during the interview process for the current offer. In the event Company reasonably believes that you have either taken certain external assistance during your interview stage for the current offer without the same being approved by Company, this offer shall be terminated forthwith by the Company. Without prejudice to the right of the Company under this clause the Company may also initiate appropriate legal actions against you in this regard.
13. During the term of your employment with the Company, and at any time thereafter, you agree to reasonably cooperate (with due regard given to your other commitments), (i) with the Company in the defence of any legal matter not adverse to you and involving any matter that arose during your employment with the Company or any subsidiary or affiliate of the Company; and (ii) with all government authorities on matters pertaining to the Company or any subsidiary, if any, or affiliate of the Company, in each case, relating to your employment period and not adverse to you.

14. During Probation Period and after confirmation, you may terminate your employment by giving ninety (90) days prior written notice to the Company. The remuneration for the notice period shall be given subject to your attending work for regular hours on each day of the said notice period and continuing to abide by the terms and conditions of this Employment Agreement during the term of the said period. Failure to give notice or serve the entire notice period of ninety (90) days shall entitle the Company to deduct proportionate amounts up to ninety (90) days' salary from the full and final settlement payable to you. The Company retains the right to waive the notice period required to be served under this Clause at its sole discretion. The Company may terminate your employment at any point of time after probation period by giving ninety (90) days' notice to you or upon payment of salary in lieu of the notice period.
15. In the event you terminate your employment within Four [4] Years from the Commencement Date (including Training period), the Employee shall pay INR Ten Lakhs [10,00,000] as indemnification for the training cost and other expenses incurred by the Company on your behalf. You undertake and agree to not dispute the aforementioned amount and pay such amount to the Company prior to the effective date of termination. You acknowledge and agree that the aforementioned amount is reasonable, and cost and expenses incurred by the Company in training you for your specific responsibilities towards the Company.
16. In the event of material breach of the terms and conditions of this Employment Agreement by you, the Company shall be entitled to terminate your employment forthwith. Material breach of the terms and conditions of this Employment Agreement includes, without limitation, the following:
 - a. A breach, whether wilful or otherwise of Clause 1, Clause 6 and Clause 7 of this Employment Agreement and/or any/all covenants/undertakings/instructions contained therein;
 - b. A breach, whether wilful or otherwise of the Non-Disclosure and Invention Assignment Agreement or the Employee Service Agreement;
 - c. An act which constitutes a punishable offence under any statute in force in India on the date of commission of such act;
 - d. An act that harms the reputation, standing or credibility of the Company in the community or with the customers or suppliers of the Company;
 - e. Commission of a crime or an act of moral turpitude;
 - f. You fail to comply with directives from designated authority(/ies), the Company's board of directors or managing officers, or company policies;
 - g. You become insolvent;
 - h. You are found guilty of dishonesty, disobedience, misappropriation, theft, fraud, disorderly behaviour or negligence.
 - i. Unauthorised absence from work for a period of 3 working days.
17. You hereby agree to indemnify and hold the Company harmless against all liabilities, damages, claims, suits, proceedings, costs and expenses (including but not limited to legal costs) that may be suffered or incurred by the Company as a consequence of your breach of the terms of this Employment Agreement.
18. If any provision of this Employment Agreement is adjudicated by a court or any other adjudicatory authority invalid, illegal or unenforceable in any respect, the remainder of this Employment Agreement will be enforced as if such invalid, illegal or unenforceable provision had never been contained in this Employment Agreement.

19. This Employment Agreement shall be modified only by mutual agreement between the parties in writing.
20. This Employment Agreement shall be governed and interpreted by and construed in accordance with the laws of India. The courts of Bengaluru shall have exclusive jurisdiction in respect of all matters relating to or arising out of this Employment Agreement.
21. The termination of this Agreement shall not affect any Clause which by its very nature is intended to survive the termination of this Employment Agreement, and all such Clauses shall survive the termination of this Employment Agreement.
22. At the time of joining, you are requested to produce the original certificates in proof of (a) age, (b) Qualification, (c) Relieving Order from the present employer, if applicable (or) copy of your resignation letter from the previous employer.
23. In case your written acceptance of this Employment Agreement is not received within three (3) days of issue, this Employment will be treated as withdrawn and cancelled, without any further reference to you.
24. Please sign and return the duplicate copy of this Employment Agreement as a token of your acceptance of the above-mentioned terms and conditions.

Tessolve Semiconductor Private Limited**[Employee]**_____
(Signature)_____
(Authorised Signatory)**Name:** _____**Date:** _____**Name: Shuchi Shukla****Designation: Associate VP - HR**

(Mention Training commencement date)

Date: 31-Mar-23

Annexure A

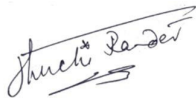
Salary

Name: Balram Dayyala
Designation: Design Engineer 1
Location: Hyderabad
WEF: 3-July-23

Grade: T7-B
Job Category: Technical

<i>Salary</i>	<i>Cost to Company In Indian Rupees Per Month</i>	<i>Per Annum</i>
Basic	13000.00	156000.00
HRA @ 50% of Basic	6500.00	78000.00
LTA	1083.00	12996.00
Flexible Benefit Plan	9284.00	111408.00
Total (A) #	29867.00	358404.00
Company Contribution Provident Fund	1800.00	21600.00
Total Gross Pay (B)	31667.00	380100.00
Gratuity *	625.30	7503.60
Health & Personal Accident Insurance *	500.00	6000.00
Total (C)	32792.30	393600.00
Project based Variable Pay		40000.00
Total Cost to the Company	32792.30	433600.00

FOR TESSOLVE SEMICONDUCTOR PVT LTD



Shuchi Shukla
Associate VP - HR

Other Benefits

- 1) (*) As per prevailing company policy
- 2) (#) From Total A Component, Employee Contribution of PF, PT and TDS as applicable will be deducted.
- 3) Salary Revision

Salary revisions are at the sole discretion of the Company. The below salary numbers are indicative; actual salary will depend on, but not limited to, Individual Performance & Billability, Company Performance and Business & Market Conditions and will be aligned with Company Appraisal Cycle post completion of one year of service.

Effective date	Total Gross Pay (B) /per annum
Aligned with Company Appraisal Cycle, upon completion of 1 year as regular fulltime employee	INR 6,00,000 /per annum
Aligned with Company Appraisal Cycle, upon completion of 2 years as regular fulltime employee	INR 8,00,000/per annum
Aligned with Company Appraisal Cycle, upon completion of 3 years as regular fulltime employee	INR 10,00,000/per annum

4. ## Bonus Terms:

The payment due date will change based on regular Employment start date. Project based variable pay will be paid Quarterly based on accomplishing the KPIs, individual performance and business performance. The bonuses are not part of fixed pay but are considered taxable income. The employee understands that the bonuses will be forfeited if the employee fails to report to work, or if the employee is no longer in the position to which hired or if the performance is not satisfactory.

Further, if the employee chooses to leave the organization or in the event the employee’s employment is terminated by the Company for any reasons, in accordance with the terms of this Employment Agreement, within two years from the date of payout, he/she will have to return all other bonuses paid as per the offer letter

(Except any variable incentive pay linked to key performance indicators) and also any relocation expenses incurred by the organization at the time of joining. It is also clarified that the employee will not be entitled to any bonus payouts as per this Employment Agreement if the employee (a) has resigned or been terminated by the Company in line with the terms of this Agreement (b) is serving a notice period as per the terms of this Employment Agreement.

4) \$ Employees can opt for following as part of the tax benefit from the FBP amount:

- a. Fuel Card1
- b. Car lease2
- c. Employer contribution to NPS
 - 1 Available for leads (or equivalent titles/grades) & above
 - 2 Available for Managers (or equivalent titles/grades) & above

Note - Any tax liability arising in respect of payments made pursuant to this Employment Agreement or income earned by you pursuant this Employment Agreement is in effect shall be borne solely by you. The Company shall only be responsible for withholding taxes from the payment made to you pursuant to this Employment Agreement and payment thereof to the credit of the Government of India in accordance with the provisions of the Income Tax Act, 1961 and applicable law.



NON-DISCLOSURE AND INVENTION ASSIGNMENT AGREEMENT

This non-disclosure and invention assignment agreement (the “**Agreement**”) is made and entered into on 3rd April 2023 (the “**Effective Date**”), by and between:

Tessolve Semiconductor Private Ltd, a company incorporated under the Companies Act 1956 having its registered office at Plot 31, Electronic City Phase II Bangalore, India - 560 100 (hereinafter referred to as the “**Tessolve**” or “**Company**”, which expression shall, unless repugnant to the context or meaning thereof, be deemed to include its successors and permitted assigns) of the **FIRST PART**;

AND

Balram Dayyala, an individual, having residence/primary correspondence address at **No. 9-57, Kerchipally, Valigonda, Yadadri, Telangana, 508112** (hereinafter referred to as the “**Recipient**” or “**Employee**” which expression shall unless repugnant to the context or meaning thereof shall be deemed to include its successors and permitted assigns) of the **SECOND PART**.

The Discloser and the Recipient shall hereinafter be referred to individually as the “**Party**” and collectively as the “**Parties**”.

RECITALS

- A.** Tessolve has engaged the Recipient to provide certain services and will provide certain information concerning Tessolve’s business so that the Recipient can provide the requisite services to Tessolve and develop/create inventions, original works of authorship, developments, concepts, know-how, improvements or trade secrets for the sole benefit of Tessolve and its affiliates (“**Purpose**”).
- B.** In this regard, Tessolve may disclose to the Recipient confidential or proprietary information, whether in writing or orally, including, without limitation, information pertaining to the Discloser and its business, including trade secrets, patents, patent applications, copyrights, know-how, processes, ideas, inventions (whether patentable or not), formulas, computer programs, databases, employees details, lists of past or present clients, customers or Recipients, licensors or licensee of Tessolve’s product(s), product or service development plans; marketing plans; pricing policies; business acquisition plans or targets any development plans, forecasts, strategies, business plans, analysis, predictions, projections, intellectual property, contracts, proposals, documents, mechanical and electronic design drawings, specifications, software, materials, methods, operations, procedures, financial information, financial statements, other business data, information provided to Tessolve by its clients, customers or any third party in confidence and any other information regardless of form which is deemed to be valuable to Tessolve (hereinafter collectively referred to as the “**Confidential Information**”).
- C.** In connection with the Purpose, Tessolve may also provide some equipment, devices, or other property, documents or other media that is owned by Tessolve and/or which contain or embody information relating to Tessolve and all manifestations of Tessolve’s intellectual property rights including without limitation, computing devices, mobile phones, designs, graphics, drawings, photographs, charts, graphs, notebooks, customer lists, client lists, recordings, other tangible or intangible manifestation of content, and all other documents whether printed, typewritten, handwritten, electronic, or stored on computer disks, tapes, hard drives, or any other tangible

medium, as well as samples, models, prototypes, products and the like, including copies thereof (hereinafter collectively referred to as the “**Company Materials**”).

- D.** Confidential Information does not include information that: (i) is or becomes generally available to the public through no improper action or inaction by the Recipient, or (ii) was in the Recipient’s possession or known by it prior to receipt from the Discloser as evidenced by written records, or (iii) was rightfully disclosed to the Recipient by a third party provided the Recipient complies with restrictions, if any, imposed on the third party, or (iv) was independently developed by the Recipient or its employees or personnel and the authorized persons, without reliance on the Confidential Information as evidenced by written records.
- E.** The Recipient may with the use of the Confidential Information or otherwise create certain inventions, original works of authorship, developments, concepts, know-how, improvements or trade secrets, whether or not patentable or registrable under copyright or similar laws, which the Recipient may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, whether or not within working hours, during the term of their relationship with the Discloser (collectively referred to as “**Inventions**”).

NOW, THEREFORE, in consideration of the terms and conditions hereinafter set forth, and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties hereto mutually agree as follows:

1. Confidentiality Obligations

- a. Non-Use and Non-disclosure obligations:** The Recipient agrees (a) to hold the Discloser’s Confidential Information in confidence and to take all reasonable precautions to protect such Confidential Information; (b) not to disclose any Confidential Information or Company Materials any information derived therefrom to any third person without the prior written consent of the Discloser; (c) to use the Confidential Information and Company Materials solely for the Purpose and to not use such Confidential Information and Company Materials for the Recipient’s own benefit, or for the benefit of any third parties to the detriment of the Discloser; and (d) not to reverse engineer, de-compile, disassemble, or otherwise interfere with any Confidential Information, Company Materials or software disclosed hereunder. The Recipient’s obligations under this Agreement with respect to any Confidential Information shall remain in effect notwithstanding the termination or expiry of this Agreement.
- b. Compelled Disclosure:** If the Recipient is compelled by law to disclose Confidential Information of the Discloser, it shall provide the Discloser with prior written notice of such compelled disclosure (to the extent legally permitted) and reasonable assistance, at the Discloser’s cost, if the Discloser wishes to contest the disclosure. The Recipient shall use reasonable efforts to limit any such disclosure, to the extent required and to obtain confidentiality protections to the extent reasonably practicable.
- c. Ownership of Confidential Information and other materials:** As between the Discloser and the Recipient, the Discloser shall be the sole and exclusive owner of all of the Confidential Information, whether created by the Discloser, the Recipient or any third party, and no license or other rights to the Confidential Information are granted or implied hereby. All tangible

materials furnished to one Party by the other Party shall remain the property of the Party furnishing such materials.

- d. **Responsibility for Company Materials:** The Recipient shall hold any and all Company Materials that are or may come into the possession or control of the Recipient as a bailee and shall take all reasonable care to prevent any damage or deterioration to the Company Materials. The Company Materials shall at all times remain the property of the Discloser, and the Recipient shall return all Company Materials to the Discloser upon the Discloser's request, or upon the termination/expiry of this Agreement. The Recipient shall be liable to reimburse the Discloser for any damage to or loss of any Company Materials, and the Discloser may set off any amount due from the Recipient pursuant to this Agreement from any amounts the Discloser may be required to pay the Recipient under any other Agreement. All Company Materials are provided on an "as-is" and "as-available" basis, and the Company does not provide any express or implied warranties in relation to the Company Materials.
- e. **No Warranty:** All Confidential Information is provided on an "as is" basis and without any warranty, express, implied or otherwise, regarding its accuracy, completeness or performance. The Discloser makes no representation or warranty as to the accuracy or completeness of the Confidential Information and the Recipient agrees that the Discloser shall have no liability to the Recipient resulting from any use of the Confidential Information.

2. **Invention Assignment**

- a. **Inventions Retained and Licensed:** The Recipient has attached hereto, as Exhibit A, a list describing with particularity all inventions, original works of authorship, developments, improvements, and trade secrets which were made by the Recipient prior to the commencement of the relationship with Tessolve (collectively referred to as "Prior Inventions"), which belong solely to the Recipient or belongs to the Recipient jointly with another person or entity, which relate in any way to any of Tessolve's proposed businesses, products or research and development, and which are not assigned to Tessolve hereunder. If no Exhibit is attached, the Recipient represents that there are no such Prior Inventions. If, in the course of the Recipient's relationship with Tessolve the Recipient incorporates into any of Tessolve's products, processes or machines a Prior Invention owned by the Recipient or in which the Recipient has an interest, Tessolve is hereby granted and shall have a non-exclusive, royalty-free, irrevocable, perpetual, worldwide license (with the right to sublicense) to make, have made, copy, modify, make derivative works of, use, sell and otherwise distribute such Prior Invention as part of or in connection with such product, process or machine.
- b. **Assignment of Inventions:** The Recipient agrees that the Recipient shall promptly make full written disclosure to Tessolve, will hold in trust for the sole right and benefit of Tessolve, and hereby assign to Tessolve, or its assignee, a perpetual and irrevocable right, title and interest throughout the world in and to any and all Inventions including, without limitation, original works of authorship, developments, concepts, know-how, improvements or trade secrets, whether or not patentable or registrable under copyright or similar laws. The Recipient further acknowledges that all inventions, original works of authorship, developments, concepts, know-how, improvements or trade secrets which are made by the Recipient (solely or jointly with others) within the scope of and during the period of the Recipient's relationship with Tessolve as evidenced by any agreement with Tessolve, are "works made for hire" (to the greatest extent permitted by applicable law) and are compensated by such amounts paid to Recipient under any applicable consulting agreement, unless regulated otherwise by the mandatory applicable laws of India. Notwithstanding anything to the contrary contained in the Agreement, the Recipient

acknowledges and agrees that assignment of Inventions under this clause shall not extinguish with the termination of this relationship under any applicable consulting agreement or happening of any foreseeable or unforeseeable future event; and the assignment rights granted herein shall be valid for the term of the Agreement and for time thereafter. The Recipient agrees that, notwithstanding the provisions of Section 19(4) of the Indian Copyright Act, 1957, assignment of Inventions under this clause shall not lapse, nor the rights transferred therein revert to the Recipient, even if Tessolve does not exercise the rights under the assignment within a period of one (1) year from the date of the assignment.

- c. **Maintenance of Records:** The Recipient agrees to keep and maintain adequate and current written records of all Inventions made by it (solely or jointly with others) during the term of its relationship with Tessolve. The records may be in the form of notes, sketches, drawings, flow charts, electronic data or recordings, laboratory notebooks, and any other format. The records will be available to and remain the sole property of Tessolve at all times. The Recipient agrees not to remove such records from Tessolve's place of business except as expressly permitted by Tessolve's policy which may, from time to time, be revised at the sole election of Tessolve for the purpose of furthering the Company's business. Further, the Recipient agrees to return all such records (including any copies thereof) to the Tessolve at the time of termination of its relationship with Tessolve as provided for in Section 3.
- d. **Patent and Copyright Rights:** The Recipient agrees to assist Tessolve, or its assignee, at Tessolve's expense, in every proper way to secure Tessolve's rights in the Inventions and any copyrights, patents, trademarks, mask work rights, moral rights, or other intellectual property rights relating thereto in any and all countries, including the disclosure to Tessolve of all pertinent information and data with respect thereto, the execution of all applications, specifications, oaths, assignments, recordation, and all other instruments which Tessolve shall deem necessary in order to apply for, obtain, maintain and transfer such rights and in order to assign and convey to Tessolve, its successors, assigns and nominees the sole and exclusive rights, title and interest in and to such Inventions, and any copyrights, patents, mask work rights or other intellectual property rights relating thereto. The Recipient further agrees that the Recipient's obligation to execute or cause to be executed any such instrument or papers shall continue after the termination of this Agreement until the expiration of the last such intellectual property right to expire in any country of the world. If Tessolve is unable because of the Recipient's mental or physical incapacity or unavailability or for any other reason to secure the Recipient's signature to apply for or to pursue any application for any foreign patents, copyright, mask works or other registrations covering Inventions or original works of authorship assigned to Tessolve as above, then the Recipient hereby irrevocably designates and appoints Tessolve and its duly authorized officers and agents as the Recipient's Agent agent and attorney in fact, to act for and on the Recipient's behalf and stead to execute and file any such applications and to do all other lawfully permitted acts to further the application for, prosecution, issuance, maintenance or transfer of letters patent, copyright or other registrations thereon with the same legal force and effect as if originally executed by the Recipient. The Recipient hereby irrevocably waives any claims of any nature whatsoever against Tessolve, which the Recipient now or hereafter may have for infringement of any and all proprietary rights assigned to Tessolve.

3. Term and Termination

- a. The term of this Agreement shall commence on the Effective Date and continue until completion of the Purpose or termination of all applicable Recipient agreements between Tessolve and the Recipient whichever is later.

- b. On the termination of this Agreement, the Recipient agrees to deliver to the Tessolve (and not keep in the Recipient's possession, recreate or deliver to anyone else) any and all of Tessolve's Company Materials, Confidential Information or Inventions, including without limitation, all devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, laboratory notebooks, materials, flow charts, equipment, other documents or property, or reproductions of any of the aforementioned items developed by the Recipient pursuant to the relationship with Tessolve or otherwise belonging to Tessolve, its successors or assigns. The Recipient hereby agrees to sign and deliver to Tessolve a termination certification in the manner and form and prescribed by Tessolve.

4. General Provisions.

- 4.1 Engagement with Customer/ Client:** The Recipient hereby agrees that for a period of six (6) months following cessation of the employment of the Recipient with Tessolve, the Recipient shall not, directly or indirectly, whether through partnership or as a shareholder, joint venture partner, collaborator, consultant, executive, employee or agent or in any other manner whatsoever, whether for profit or otherwise, engage in any client or customer of Tessolve for whom the Recipient worked on a project/assignment during twelve (12) months prior to cessation of employment of the Recipient. In case of breach of this Clause 4.1, the Recipient shall be liable to forthwith pay INR 5,00,000/- (Indian Rupees Five Lakh only) to Tessolve. In case of breach of this Clause 4.1 by the Recipient holding a title of Lead (or equivalent titles/grades) or above, Recipient shall be liable to forthwith pay an amount equal to 3 times the monthly gross pay as prevalent at the time of breach.

- 4.2 Engagement with other employees:** The Employee undertakes that during the period of his/her employment, and after cessation of the employment, the Employee shall not employ or attempt to employ or assist anyone else to employ any person who is in the employment of the Company at the time of the alleged prohibited conduct, or was in the employment of the Company at any time in the preceding twelve months.

- 4.3 Notification to other parties:** The Recipient hereby grants consent to notification by Tessolve to any other parties besides Tessolve with whom the Recipient maintains a consulting relationship, including parties with whom such relationship commences after the effective date of this Agreement, about the rights and obligations of the Recipient under this Agreement.

- 4.4 Waiver and Cumulative Remedies:** No failure or delay by either Party in exercising any right under this Agreement shall constitute a waiver of that right, and any waiver to be binding shall be made in writing. Other than as expressly stated herein, the remedies herein are in addition to, and not exclusive of, any other remedies of a Party at law or in equity.

- 4.5 Severability:** Should any provision of this Agreement be held to be unenforceable, such provision shall be modified by the Parties and interpreted so as to best accomplish the objectives of the original provision, to the fullest extent permitted by law, and the remaining provisions of this Agreement shall remain in full force and effect.

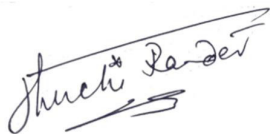
- 4.6 Assignment.** The Parties shall not directly or indirectly assign or transfer by operation of law or otherwise any rights or obligations under this Agreement, without the prior written consent of the other Party.

- 4.7 Governing Law and Venue.** This Agreement shall be governed exclusively by the laws of India, without regard to its conflict of laws' provisions. Subject to clause 4.6, the courts located in Bengaluru, India shall have exclusive jurisdiction in relation to this Agreement.
- 4.8 Dispute Resolution:** In the event of any dispute between the Parties arising out of or in relation to the Agreement, including without limitation, regarding the existence, validity, application or interpretation thereof (collectively, the "**Dispute**"), the aggrieved Party shall promptly notify the other Party of such Dispute and refer the matter to arbitration. The arbitration shall be conducted in accordance with the Indian Arbitration and Conciliation Act, 1996 (as amended from time to time). Arbitration shall be presided over by a sole arbitrator appointed by Tessolve at its sole discretion. The seat and venue of arbitration shall be Bengaluru and the language of arbitration shall be English.
- 4.9 Injunctive Relief.** The Parties acknowledge that a breach of any of the provisions contained in this Agreement may result in irreparable and continuing harm for which there will be no adequate remedy at law and that the non-breaching Party shall be entitled to seek injunctive relief and/or a decree for specific performance, and such other relief as may be proper (including monetary damages if appropriate).
- 4.10 Entire Agreement and Construction.** This Agreement constitutes the entire agreement between the Parties as to its subject matter and supersedes all prior and contemporaneous agreements, proposals or representations, written or oral, concerning its subject matter. No modification, amendment or waiver of any provision of this Agreement shall be effective unless in writing and signed by both Parties.
- 4.11 Counterparts.** This Agreement may be executed in counterparts which, taken together, shall form one legal instrument.

Acknowledged and Agreed:

Discloser

Recipient



Name:

Name: Shuchi Shukla

Title: Associate VP - HR

EXHIBIT A

**LIST OF PRIOR INVENTIONS
AND ORIGINAL WORKS OF AUTHORSHIP**

Title	Date	Identifying Number or Brief Description
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___ No inventions or improvements

___ Additional Sheets Attached

Signature of Employee/Recipient:

Print Name of Employee/Recipient:

Date:

Employee:

Employee Name:

Date:

Place:



Employee Service Agreement

This Employee Service Agreement (“**Agreement**”) is executed at Tessolve office Hyderabad on 3rd April 23.

By and Between

Tessolve Semiconductor Private Ltd, a company incorporated under the Companies Act 1956 having its registered office at Plot 31, Electronic City Phase II Bengaluru, India - 560 100 (hereinafter referred to as the “**Employer**” or “**Company**”, which expression shall, unless repugnant to the context or meaning thereof, be deemed to include its successors and permitted assigns) of the **FIRST PART**;

AND

Balram Dayyala, an Indian citizen residing at **No. 9-57, Kerchipally, Valigonda, Yadadri, Telangana, 508112** (hereinafter referred to as the “**Employee**”, which expression shall, unless repugnant to or inconsistent with the context or meaning thereof, be deemed to include his/her successors, legal representatives and permitted assigns) of the **SECOND PART**.

The Employer and the Employee are hereinafter together referred to as the “**Parties**” and individually as the “**Party**”.

WHEREAS:

The Parties executed the Employment Agreement dated 3rd April 2023 (“**Employment Agreement**”) whereby the Employee agreed to be bound by non-solicitation and non-compete obligations as prescribed under this Agreement.

THIS AGREEMENT NOW WITNESSES AS FOLLOWS

1. The Employee undertakes that the Employee shall not carry on or engage in, directly or indirectly, whether through partnership or as a shareholder, joint venture partner, collaborator, consultant, executive, employee or agent or in any other manner whatsoever, whether for profit or otherwise, any business/trade/vocation which competes with the whole or any part of the business of the Employer for a period of two (2) years following (a) cessation of the employment either through notice or termination and/or any other mode the Employer may deem fit; or (b) the Employee ceasing to hold any shares in the Employer, whichever is later. It is clarified that for the purposes of the present Clause, the term ‘Employee’ shall continue to refer to the Employee even after the termination or cessation of his/her employment.
2. The Employee undertakes that during the period of his/her employment, and after cessation of the employment, the Employee shall not attempt to directly or indirectly, whether through partnership or as a shareholder, joint venture partner, collaborator, consultant or agent or in any other manner whatsoever, whether for profit or otherwise solicit from any client/customer of the Employer, any business of the type carried on by the Employer, or any of its affiliates or group companies, or persuade any person, firm or entity which is a client/customer of the Employer, or its affiliates or its group companies to cease doing business or to reduce the amount of business which any such client/customer has customarily done or might propose doing with the Employer, or any of its affiliates or group companies, as the case may be, whether or not the relationship between the Employer/such affiliate/group company and any such client/customer was originally established in whole or in part through the direct or indirect efforts of the Employee.

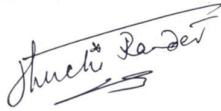
3. The Employee undertakes that during the period of his/her employment, and after cessation of the employment, the Employee shall not employ or attempt to employ or assist anyone else to employ any person who is in the employment of the Company at the time of the alleged prohibited conduct, or was in the employment of the Company at any time in the preceding twelve months.
4. The Employee hereby agrees that for a period of six (6) months following cessation of the employment of the Employee with the Employer, the Employee shall not, directly or indirectly, whether through partnership or as a shareholder, joint venture partner, collaborator, consultant, executive, employee or agent or in any other manner whatsoever, whether for profit or otherwise, engage in any client or customer of the Employer for whom the Employee worked on a project/assignment during twelve (12) months prior to cessation of employment of the Employee. In case of breach of this Clause 4, the Employee shall be liable to forthwith pay INR 5,00,000/- (Indian Rupees Five Lakh only) to Tessolve. In case of breach of this Clause 4 by the Recipient holding a title of Lead (or equivalent titles/grades) or above, Recipient shall be liable to forthwith pay an amount equal to 3 times the monthly gross pay as prevalent at the time of breach.
5. Further, as agreed under the Employment Agreement, in the event Employee terminates his/her employment with the Employer within Four (4) years from the date of Employment (including Internship and training period), the Employee shall pay INR Ten Lakhs [10,00,000] as indemnification for the training cost and other expenses incurred by the Employer on behalf of the Employee. The Employee undertakes and agree to not dispute the aforementioned amount and pay such amount to the Employer prior to the effective date of termination. The Employee acknowledges and agrees that the aforementioned amount is reasonable, and cost and expenses incurred by the Employer in training the Employee for his/her specific responsibilities towards the Employer.
6. The Employee undertakes that the terms and conditions included in this Agreement are reasonable for the legitimate protection of the business and goodwill of the Employer and that the Employee is fully amenable, with no reservations whatsoever to abide by the terms and conditions of this Agreement, but in the event that such restriction shall be found to be void under applicable law, but would be valid if some part thereof was deleted or the scope, period or area of application were reduced, the above restriction shall apply with the deletion of such words or such reduction of scope, period or area of application as may be required to make the restrictions contained in this Agreement valid and effective. Notwithstanding the limitation of this provision by any law for the time being in force, the Employee undertakes, at all times to observe and be bound by this Agreement. Provided however, that on the revocation or removal of such limitation, the original restrictions, as provided in this Clause, would stand renewed.

7. This Agreement shall be governed and construed in accordance with the terms and conditions of the Employment Agreement.

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement as of the day and year first herein above written.

Tessolve Semiconductor Private Limited

Employee:



(Signature)

(Authorised Signatory)

Name: _____

Name: Shuchi Shukla

Date: _____

Designation: Associate VP - HR

*** Personal and Confidential ***

Ms. Yennati Nagaveni

nagaveniyennati2@gmail.com

CBIT - Chaitanya Bharathi Institute of Technology, Hyderabad,

Bosch Global Software Technologies
Private Limited, 123 Industrial Layout,
Hosur Road, Koramangala, Bangalore -
560 095, India. Tel: +91 80 6657 5757
Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-softwaretechnologies.com

Our reference: TN/78498/2023

Date: 28-Apr-2023

Dear **Ms. Yennati Nagaveni**,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**SENIOR ENGINEER**' at BGSW in "**Level 51**" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be Rs.**9,00,000/-** (Rupees **Nine Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

*** Personal and Confidential ***

Ms. Movva Sailaxmi

movvasailaxmi@gmail.com

CBIT - Chaitanya Bharathi Institute of Technology, Hyderabad,

Bosch Global Software Technologies
Private Limited, 123 Industrial Layout,
Hosur Road, Koramangala, Bangalore -
560 095, India. Tel: +91 80 6657 5757
Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-softwaretechnologies.com

Our reference: TN/78516/2023

Date: 28-Apr-2023

Dear **Ms. Movva Sailaxmi**,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**SENIOR ENGINEER**' at BGSW in "**Level 51**" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be Rs.**9,00,000/-** (Rupees **Nine Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

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2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.