



**Akshat Pandey**  
**303, Suki Apartment**  
**5th Main, 3rd Block**  
**TR Nagar, Basavanagudi**  
**Bangalore - 560070, India**

Deutsche India Pvt. Ltd.  
Block V, VI, VII, VIII  
Velankani Tech Park  
43 Electronic City, Phase II  
Hosur Road, Bangalore 560 100

Tel +91 (80) 71211000

**February 15, 2024**

## **Employment Agreement**

Dear Akshat,

We are pleased to offer you employment on the terms and conditions set out below.

Your employment will be with **Deutsche India Pvt. Ltd** (the "Company"). **Deutsche India Pvt. Ltd** is a company within the Deutsche Bank AG Group of Companies ("Group").

### **1. General Information**

These terms and conditions outlined in this employment letter ("Agreement") as amended from time to time, together with the Company's "General Terms and Conditions of Service" as laid out in Schedule I of this Employment Agreement and as laid out in the Company's India Employee Handbook ("the Handbook"), the Deutsche Bank Group's Code of Conduct and all applicable regulations and policies of the Company, form the basis of your employment.

You are also expected to comply with all other applicable Company's regulations and policies (such as the Company's India Employee Handbook and the Code of Business Conduct and Ethics), and any other policies or procedures specific to your business or infrastructure unit. These policies and requirements are considered by the Company to be reasonable and lawful directions that you are required to comply with under the terms of your employment with the Company. You should therefore familiarize yourself with, and abide by, all applicable Company regulations and policies.

If there are any inconsistencies between the terms of this Employment Agreement and the provisions of the Handbook as at the date of your acceptance of this Employment Agreement, the terms of this Employment Agreement shall prevail. However, please note that any subsequent variations by the Company to any terms, conditions, rules or regulations (including the terms set out in the Handbook) generally governing the members of the Company's staff will prevail and be applicable to you.

### **2. Position**

Your corporate title will be **Analyst**.

Your functional title will be **Graduate Analyst**.

Your local grade as per the internal grading system will be **Grade 6**.

During your employment, you may be required to perform work for other companies within the Group.

### **3. Employment Location**

Your employment will initially be based at **Bangalore**, although you may be required to perform your duties at other locations from time to time and to travel on Company's business when the need arises, including overseas.

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#### 4. Hours of Work

You will be required to work nine (9) hours per day Monday through Friday including a one (1) hour break for lunch. Further, depending on the workload and business requirements, at any given time, you may be required to work in shifts and/or during weekends. You may also be expected to travel to other locations at times outside of your official hours of work. More details are available in the employee handbook.

#### 5. Remuneration

Details of your remuneration and other benefits are provided in Schedule II.

Your salary will be paid in equal installments on a monthly basis directly into your company account. If you join the Company partway through a calendar year, your fixed pay will be pro-rated to reflect the portion of the year that you have started working for the Company.

Any payment of your salary or other sum due to you from the Company will be subject to any and all applicable withholding and/or other taxes payable and the Company will in such case be entitled to deduct or retain the amount of such tax from any sum payable to you. You will be solely responsible to pay all taxes and any other imposts as may be levied or assessed by any competent authority in any jurisdiction on any sums paid and/or other benefits provided to you by the Company.

You agree that the Company may deduct from your remuneration any sums due from you to the Company including, without limitation, your pension contributions (if any) and any overpayments, loans or advances (if applicable) made to you by the Company or any other company in the Group.

#### 6. Notice Period

Corporate Title	Notice Period (in days)
Up to Associate (Local Grade 5)	60
AVP (Local Grade 4) and above	90

The Notice Period changes from 60 days to 90 days upon promotion from local grade 5 to local grade 4, as per the Company policy.

#### 7. Other Conditions

Our offer and your employment are subject to:

- a) You completing, signing and returning the following forms to HR by the applicable date:
  - Personal information form (PIF)
  - Acknowledgement on Information Security
- b) You being free from any obligations owed to a third party which might prevent you from starting work on the commencement date;
- c) The information provided by you in relation to your employment by the Company regarding your background and/or previous employment being complete, accurate and not misleading in all respects and all information obtained by the Company in respect of you being fully satisfactory to the Company; and
- d) You holding or being granted the necessary approvals, regulatory registrations and/or licenses from the appropriate authorities for the performance of your duties (including a valid employment pass or work permit where applicable) prior to the commencement of your employment. Should there be any delay in your being granted such approvals, regulatory registrations and/or licenses (including where applicable an employment pass or a work permit), or should your application(s) in respect of the foregoing be rejected, your employment with the Company cannot commence and the Company will not be liable for any payment to you.

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e) You having valid work authorization in India, including any one of the following:

- A valid Indian passport; or
- Voters id; or
- Notarized Nationality Declaration; or
- Overseas Citizen Of India card; or
- Work permit (Employment Visa) in the case of foreign passport holders

It is your responsibility to notify HR sufficiently well in advance in case of any change in your citizenship status or expiry of your work authorization documents.

The Bank reserves the right to alter your terms and conditions of employment at any time, including your duties and responsibilities.

This contract will be governed by and construed in accordance with the laws of India and the parties agree to submit to the non-exclusive jurisdiction of the Indian courts as regards any claim or matter arising under this contract.

Please indicate your acceptance of the above terms and conditions by signing and returning soft copy of this letter. **This offer will remain open for your acceptance for 10 days, post which the validity of the offer will be at the discretion of the Company.**

Yours sincerely,  
**Deutsche India Pvt. Ltd.**

**Authorized Signatory  
Human Resources**

**Authorized Signatory  
Human Resources**

**Enclosures:**

Schedule I: Company's "General Terms and Conditions of Service"  
Schedule II: Fixed Pay and Benefits  
Annexure I: Document Submission Guidelines

**ACCEPTANCE**

I accept the employment on the above terms and conditions including all terms and conditions as specified in Schedule I and Schedule II and Annexure I of this employment agreement.

I confirm that I will report to work on <sup>15/07/2024</sup>\_\_\_\_\_, which shall constitute the date of commencement of my employment with the Company, unless the communicated date has been consented by the Company to be extended. The Company may withdraw the offer in case I fail to communicate the date of joining or fail to join on the communicated date.

Name: Akshat Pandey  
Date:

15 February 2024 | 7:13 PM SGT

Signature: