

STRICTLY PRIVATE & CONFIDENTIAL

August 19,2021

Dear Anil Nalawade,

Congratulations!

We are delighted to offer you the position of **Senior Software Developer** at **PharmaACE, India** as per below details:

- 1. Location:** You will initially be based at Pune, India
- 2. Commencement Date:** 22 November 2021. Monday.
- 3. Probation:** You will be on probation for a period of 6 (Six) months, from your date of joining, after which your performance will be appraised. You will be confirmed in your appointment in writing on successful completion of the said probationary period.
- 4. Leaves:** All employees are entitled for 20 Earned Leaves, 6 Optional Leaves and 4 Core Holidays, in total 30 leaves annually.
- 5. Work from Home:** Due to the Pandemic all employees are currently working from home until further notice.
- 6. Notice Period:**
 - a. During the probationary period, employer can terminate the employment at any given point of time in case of non-performance by the employee or without salary in lieu of notice in case of any misconduct including but not limited to, fraudulent, dishonest or undisciplined conduct of, or breach of integrity, or embezzlement, or misappropriation or misuse by you of PharmaACE property, or insubordination or failure to comply with the directions given to you by persons so authorized, or your insolvency or conviction for any offence involving moral turpitude, or breach by you of any terms of this Agreement or the policies of PharmaACE or other documents or directions of PharmaACE, or redundancy of your post in PharmaACE, or upon you conducting yourself in a manner which is regarded by PharmaACE as prejudicial to its own interests or to the interests of its clients.

DS
AN



- b. During the probationary period, employee can terminate the employment by giving two months' notice or two month's salaries in lieu of notice.
 - c. Post confirmation: Either party can terminate the employment by giving three months' notice
- 7.** You will treat matters pertaining to the Company's business interests with utmost confidentiality and such confidentiality must be maintained during your employment with the Company and thereafter.
- 8.** During your services with the company, you will be governed by the rules and regulations in respect to conduct & discipline and other matters as may be framed by the company from time to time.

Look forward to having you as part of the team and doing great work together.

A handwritten signature "AN" in blue ink, enclosed in a blue rectangular box. The letters "DS" are written in small text in the top right corner of the box.

Annexure A

PharmaACE

Anil Nalawade**Senior Software Developer**

Salary Component	Per Annum (INR)	In words
Gross Salary	7,50,000	Rupees Seven Lakhs Fifty Thousand Only
Performance Bonus	1,05,700	Rupees One Lakh Five Thousand Seven Hundred Only
Confirmation Bonus	1,00,000	Rupees One Lakh Only
Gratuity	34,300	Rupees Thirty-Four Thousand Three Hundred Only
Mediclaime (Notional)	10,000	Rupees Ten Thousand Only
Total CTC	10,00,000	Rupees Ten Lakhs Only
Income Tax, Professional tax and other applicable taxes shall be deducted from the salary on monthly basis as per Government Policy.		

Performance Bonus: To be paid out in one instalment: on the closure of financial cycle (pro-rata basis, if applicable). This may change contingent on the company, group & individual performance

Confirmation Bonus: Will be paid on successful completion of Probation period. In case an employee wishes to leave the organization before 2 years from the date of confirmation, this bonus will have to be settled. This will be part of your gross 2nd year onwards

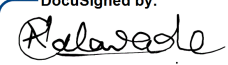
As mentioned above, you will be entitled for Group Medical Insurance for floater sum insured Rupees Three Lakhs only. Details of the same would be furnished in the Appointment Letter.

Best Regards,

Pooja Cornelius

Pooja Cornelius
Lead HR
PharmaACE

Accepted By:

DocuSigned by:

 0D445DEE921B4D7...

Date: 8/19/2021