



Private & Confidential

To,

**Ms. Dharani Darsi,
12/147-A, Srinivasa Nagar, Porumamilla,
Kadapa District, 516193.**

Dept.	Human Resources
From	Rakesh Almal
E-mail	rakesh.almal@zf.com
Our Ref.	81061
Date	15-September-2025

Subject: Internship Letter**Dear Dharani Darsi,**

We are pleased to offer you Internship at **ZF India Private limited, Research & Development.**

Please find the following confirmation of the specifics of your internship:

1. Internship period: 22-September-2025 to 21-March-2026.
2. Initial location: ZF India Private Limited, Survey No 115/Part, Aster Building, IT Sez, Nanakramguda, Serilingampally Mandal, Hyderabad, Telangana 500032.
3. Internship Manager / Supervisor: Mr. Nagaveera Venkata Satish Sundara – Senior Manager
4. Internship Project: Refer Annexure A.
5. Stipend: INR 20,000 per month, subject to applicable deductions. You will not receive any of the employee benefits that regular employee of the Company receives.
6. Working hours and leave: You would be required to be available for 9 hours each day during the course of your internship. During the course of your internship, in case you require to take leave for any personal emergencies, you would be required to take approval from your Internship Manager / Supervisor prior to taking such leave.
7. Internship termination:
 - (i) 30 days' prior written notice from either side.
 - (ii) The Company shall be entitled to terminate the internship with immediate effect (but without prejudice to any other rights and remedies of the Company) if you are guilty of dishonesty or misconduct, or without reasonable cause neglect or refuse to attend to assigned Project(s) or fail to perform any of your obligations hereunder or any other applicable regulations of the Company.

ZF India Private Limited
Registered Office: B38, MIDC, Chakan Industrial Area,
Phase II, Vasuli Tal. Khed, Pune 410501
Maharashtra, India
Phone: +91 2135 624800
Fax: + 91 – 2135-624 701

CIN: U74999PN2007FTC130569

ZF Group
ZF Technology Center India
Unit 1: 11th and 12th Floor (Q1&Q4),
Unit 2: 7th to 10th Floor (Q1&Q4),
Phoenix Tech Zone Pvt Ltd- SEZ,
Sy. No. 203 (P), Manikonda Jagir (Village)

Rajendra Nagar Mandal, Ranga Reddy District
Hyderabad 500032, Telangana, India.



8. **Confidentiality:** During your internship, you may have access to trade secrets and confidential information belonging to the Company and/or its associates, related companies ("ZF Group"). By accepting this internship, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your internship, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information. You agree that during the internship period, you shall not directly or indirectly own, manage, control, participate in, consult with, render services for (as an intern or otherwise), or engage in any business competing with ZF Group.
9. **Intellectual property Rights:**
 - (i) All patents, inventions, designs, copyrights, trade secrets, trade/commercial names, proprietary rights, logos, slogans and all other intellectual property rights developed by or for the Company by you during the internship period, including but not limited to intellectual property rights relating to any or all of the Confidential Information ("Intellectual Property Rights") shall be owned by the Company.
 - (ii) You agree that all rights, title and interest in the Intellectual Property Rights shall be owned exclusively by the Company. The Company will retain ownership of all Intellectual Properties including but not limited to all inventions, original works of authorship, developments, concepts, know-how, improvements, trademarks, software programs, domain names or trade secrets, whether or not patentable or registerable under patent, designs, trademark, copyright or similar laws, generated during the internship period.
 - (iii) You shall at the request of the Company or otherwise, promptly execute worldwide, royalty free, and fully paid up specific, irrevocable and perpetual assignment of title in favour of the Company, and do, whatever else as deemed necessary or advisable by the Company including execution of necessary documents, making an application, registration to secure, perfect, and maintain for the Company any and all Intellectual Property Rights, in any and all the countries.
 - (iv) You confirm and agree that all Intellectual Property which is developed by you (solely or jointly with others) within the scope of and during the internship period is a "work made for hire" and is compensated by your stipend, with no additional claims or compensation.
10. You will not enter into any commitments or dealings on behalf of the Company. Any violation of this may lead to termination of your internship program with immediate effect.
11. **Data Privacy:**
 - (i) By signing this Letter, you consent to the Company holding and processing your personal data for legal, personnel, administrative and management purposes and in particular to the Company processing any personal data as necessary for the purposes of your internship. You hereby acknowledge and grant your consent to the Company collecting, using, processing, storing, disposing off, and transferring, whether to any other ZF Group company, or to third party service providers, within or outside India, any such personal information relating to you.
 - (ii) The personal data related to you will be held only as long as is necessary. You may, at any time, view your personal data held by the Company, request additional information about the storage and processing of your personal data, recommend any necessary corrections to your personal data or refuse or withdraw the consents herein in writing, by contacting the Company's Human Resources department.
12. You understand that you are not an "employee" or a "workman" for the purposes of any employment statute and there is no assurance or guarantee that you will be employed by the Company upon completion of your internship.



13. This Letter constitutes the complete understanding between you and the Company regarding your internship and supersedes all prior discussions, letters or agreements. This Letter may only be modified by a written document signed by both Company and you.
14. The terms of this Internship Letter and any disputes which may arise under, out of, or in connection with your internship, 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.

We hope that your internship with the Company will be successful and rewarding.

Please indicate your acceptance of this Internship letter by signing below and returning it to Mr. Veerabrahmam D. If you have any questions, please contact do not hesitate to contact Veerabrahmam D at veerabrahmam.darukumalli@zf.com

For ZF India Private Limited

VEMAREDDY LALITHA Digitally signed by
VEMAREDDY LALITHA
Date: 2025.09.15
17:57:26 +05'30'

Signature

Name: Lalitha Vemareddy
Designation: Head of HR - TCI

For ZF India Private Limited

Rakesh Almal Digitally signed
by Rakesh Almal
Date: 2025.09.15
14:31:15 +05'30'

Signature

Name: Rakesh Almal
Designation: Head of Talent Acquisition, Region India

Encl: Annexure A

ACCEPTANCE

I accept the internship with ZF India Private Limited on terms and conditions set out in this Letter. The original of this Letter is in my possession.

Signature **D. Dharani**

Name **Dharani Darsi**

Address **Srinivasa Nagar, Porumamilla, Kadapa District, Andhrapradesh -516193**

Date **17/09/2025**

ZF India Private Limited
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Hyderabad 500032, Telangana, India.

ANNEXURE A

INTERNSHIP PROJECT

The Project you will be expected to support during your internship period is as under:

Key Responsibilities:

- Develop and maintain Python scripts for automation of testing, data collection, and reporting.
- Assist in the design and execution of automated test cases for automotive systems and components.
- Support the engineering team in validating automotive software and hardware systems.
- Document processes, results, and improvements in a clear and structured manner.

Required Skills:

- Bachelor's in computer science
- Strong proficiency in Python
- Experience in front end development
- Knowledge of version control systems like Git
- Understanding of software development lifecycle (SDLC) and Agile methodologies

You should use your best efforts in performing and delivering the Project.



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