

Required fields are marked with an asterisk.

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Texas Instruments (India) Pvt. Ltd.
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Telephone: +91 080 66831000 / 46452000
CIN:U29110KA1985PTC007067

OFFER CUM APPOINTMENT LETTER

Hello Vansh Singhal,

As a global semiconductor company operating in 35 countries, Texas Instruments (TI) is first and foremost a reflection of its people. From the Tler who unveiled the first working integrated circuit in 1958 to the more than 30,000 Tlers around the world today who design, manufacture and sell analog and embedded processing chips, we are problem-solvers collaborating to change the world through technology and innovation.

Congratulations! Texas Instruments India Ltd is pleased to offer you a position as Digital Engineer in Bangalore > India,Bangalore-Bagmane TechPk. This letter outlines the basic components of your offer.

This offer and appointment is subject to the terms and conditions described in this letter as well as additional general TI terms of employment. Your appointment is subject to satisfactory completion of reference/background checks.

Your starting fixed compensation will be 1,800,000.00 Indian Rupee (INR), less applicable taxes, and is composed of 1,800,000.00 Indian Rupee (INR) per Annually with a classification of job grade 24.

Your tentative date of joining will be August 5, 2024.

The start date is subject to change at the sole discretion of TI (India). In the event that you fail to join TI within the aforementioned date or other date mutually agreed in writing among TI (India) and yourself, this offer cum appointment letter will stand cancelled.

We are pleased to offer you the following equity award:

Restricted Stock Unit Value: \$10,000

Restricted Stock Unit awards will be recommended for approval by the Compensation Committee of the TI Board of Directors at the next possible meeting subsequent to your hire date. The actual number of shares granted are calculated by using the value stated above divided by the TI common stock price at market close on the date of the grant. Upon grant, you will receive instructions from the TI Stock Programs team on how to view and accept your grant. Restricted Stock Units must be accepted within 120 days of the grant date or the grant will cancel.

In addition to a competitive total compensation package, TI seeks to provide employees with benefits to help manage their health, save for the future, allow time off to rejuvenate, and to protect against unexpected risks at work or in life.

Please refer to Annexure I and Annexure II for a detailed break up and information about your compensation offer and benefits offered by TI.

You will be on probation for a period of six months immediately following your date of joining. Your confirmation of employment will be subject to satisfactory performance during your probation period and at the discretion of the management of TI India. After the end of six months, you will be deemed as confirmed, unless otherwise communicated in writing to extend your probationary period or terminate your employment. During the term of your employment with TI (India), you shall not engage in any other employment or act in any way, which either conflicts with your duties and obligations to TI (India) or is contrary to the Policies or interests of TI (India).

In the event of being absent from work without leave for 15 days or more, TI (India) will deem that you have voluntarily abandoned your employment and thereby have terminated the contract of service on your own. TI (India) may under such circumstances, issue a termination letter settling your dues after deducting all amounts due from you.

Should you desire to leave the services of TI (India), either during probation period or after confirmation of your employment, you will be required to give prior written notice of two calendar month or pay two month gross salary in lieu of notice at the sole discretion of TI (India). Similarly, TI (India) reserves the absolute right to terminate your services by either giving you a notice of two calendar month or salary of two month in lieu thereof at the sole discretion of TI (India).

At the time of termination of this employee agreement, if there are any dues from you, the same may be adjusted against any money due to you on account of salary, gratuity or bonus or any other payment due to you from the Company.

All intellectual property, including without limitation inventions, improvements and discoveries (collectively hereinafter "Intellectual Property") made by you either alone or jointly with any other person(s) during your service with the Company which relate to or are connected or are capable of being worked in connection with Company's business, software or manufacturing activities will become the sole property of the Company. You will disclose fully to the Company such Intellectual Property, both while in the service of the Company and thereafter, and at the request and at the expense of the Company take such steps as may be necessary for the Company (or its parent/subsidiaries/associate companies) to obtain patent, copyright, trademark, mask work rights or other applicable protection for such Intellectual Property in India and elsewhere. You will at the expense of the Company assign absolutely and beneficially all such patent, copyright, trademark, mask work or other applicable rights (registered or not) to the Company or as the Company may direct.

You will keep confidential all the secrets of the Company and those of its parent/subsidiaries/associate companies or of any company, firm or person with whom the Company or its parent/subsidiaries/associate companies may at any time be in technical, commercial or financial co-operation or association. You will not during your employment or at any time after the termination of employment divulge any trade, software, or manufacturing process knowledge or confidential information concerning any matter or thing relating to the business or interests of the

Company and its parent/subsidiaries/associate companies or of any company, firm or person with whom the Company or its parent/subsidiaries/associate companies may at any time be in technical, commercial or financial co-operation or association and will not utilize any secret or confidential information or knowledge acquired in consequence of your employment.

You will comply with all current and future Company policies and procedures in the course of your employment. From time to time, you may also need to enter into specific agreements/documents that the Company may consider necessary including but not limited to agreements for the protection of the Company's Intellectual Property and confidential information. The Company reserves the right to amend, add to or delete any of the Company's policies and procedures during the course of your employment.

You agree and consent that the Company shall, in accordance with applicable laws, collect, store, process, disclose or otherwise handle or share or disclose any personal or sensitive data or information provided by you to the Company. It is your responsibility to notify TI India of any changes in your personal information within 3 working days of any such change.

Your employment at TI (India) and all matters pertaining to the same will be governed by the laws of the Republic of India, and any disputes or proceedings in that regard will be subject to the jurisdiction of the courts at Bangalore, India. Provided, however, TI (India) reserves the right to seek injunctive and other relief in any other forum or jurisdiction it deems appropriate.

This offer and appointment is directed towards developing a career for you at TI (India.) However, employment at TI (India) will always entail the conditions of satisfactory employee performance and satisfactory business conditions for the company (as it may determine at its sole discretion).

The retirement age is 58 years.

This offer letter becomes an Appointment letter, when you acknowledge the acceptance of this offer letter and join TI (India) on the date mentioned herein. TI (India) reserves the right at its discretion to withdraw this offer letter at any time before joining, at its sole discretion. On your joining, you are required to bring originals of your school leaving certificate for proof of date of birth, submit a photo copy of your latest degree certificate/course completion certificate. If you were previously employed, you are required to submit your letter of relieving from your previous employer. Please also bring your recent photographs (two stamp-size and four passport size) with you.

To formally accept or decline the offer outlined in this letter, please click on the link below to electronically submit your response. By accepting, you agree that you have read this letter and accept the terms and conditions outlined here. With your acknowledgement you: guarantee that all the information and documents that you have provided or will provide to Texas Instruments are true and reliable, agree to the use of those documents or information by Texas Instruments, and bear full responsibility for any incomplete or incorrect information or documents provided by you.

This offer cum appointment letter shall remain valid until September 17, 2023. In the event that you fail to accept this offer letter in accordance with the aforesaid procedure, or fail to report to work as anticipated on August 5, 2024 or other date mutually agreed in writing among Texas Instruments India and yourself without proper notice to Texas Instruments India Ltd and written confirmation from TI Human Resources, this offer letter will become invalid and void. Should you have any questions regarding the terms and conditions of your employment, or the nature of your duties, please contact Sheetal Mishra at X1090055@ti.com.

When you join TI, you're joining a team of innovators that's been redefining what's possible for decades. Our innovations are at work all around you – in things you experience every day. We engineer and manufacture semiconductors that enable everything from connected cars to intelligent homes; from drones to smart phones. Our work is fast-paced, fascinating and challenging. But it's our people that make us great. Tiers are problem solvers, achievers and collaborators. We are committed to our work, to each other, to our communities, and to shaping the future of electronics. And we're devoted to continuous learning and development. With locations across the U.S. and around the globe – from Dallas to Silicon Valley to Shanghai – there's a world of opportunity waiting at TI. We hope you will join us and make an impact with your future contributions.

Thank you,

Arindam Chatterjee
Texas Instruments recruiting

