

Required fields are marked with an asterisk.

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Texas Instruments (India) Pvt. Ltd.
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Bangalore, 560093 India
Telephone: +91 080 66831000 / 46452000
CIN:U29110KA1985PTC007067

OFFER CUM APPOINTMENT LETTER

Hello Aniket Bhati,

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 Software 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