

TURING

19, 4th C Cross Road, KHB Colony,
Industrial Area, 5th Block
Koramangala, Bengaluru
Karnataka - 560095, India
Turing.com

INDIVIDUAL EMPLOYMENT AGREEMENT Strictly Private and Confidential

08 May 2024

Sandeep shakya
sandeep_ec20a10_61@dtu.ac.in

Dear Sandeep shakya,

Subject: Conditional Offer for Employment

TURING GLOBAL INDIA PRIVATE LIMITED (the "Company") is pleased to offer you an opportunity for full-time employment subject to the terms and conditions set forth in this Individual Employment Agreement, for the position of **Delivery Data Analyst**.

Upon your acceptance of this offer of employment and subject to the contingencies noted below, including the successful completion of your background checks by the Company, you will be required to join on **1 July 2024**, or such a later date as may be communicated to you by the Company.

Your total all-inclusive gross annual compensation on a cost-to-company basis will be **₹ 7,50,000**.

This shall include your basic salary and various allowances, which may be claimed in compliance with and subject to limits under applicable tax laws and the Company's policies and practices. You will be remunerated for your services as detailed in **Annexure B** appended to this Individual Employment Agreement in accordance with Company's customary payroll procedures. The remuneration shall be reviewed from time to time at the discretion of the Company. All payments by the Company shall be subject to statutory deductions and contributions. Any provident fund and/or pension fund contribution that the Company shall be required to make on your behalf shall be deducted from your compensation. The terms and conditions of your employment with the Company are set out within **Annexure A** to this letter.

Below are the details:

Base Salary. You will be paid a base salary of **₹ 7,50,000**.

This will be paid per year, paid on a monthly basis, less applicable withholdings and deductions. All reasonable business expenses that are documented by you and incurred in the ordinary course of business and approved in advance will be reimbursed in accordance with the Company's standard policies and procedures.