

31 March 2025

Subject: Transfer of employment from Milacron India Private Limited (“Milacron”) to Mold-Masters DME India Private Limited (*formerly known as DME (India) Private Limited*) (“DME”)

Dear Employee

Based on our discussions with you as a result of the proposed transfer of certain business of Milacron to DME (the “**Transaction**”), your employment will transfer from Milacron to DME, in accordance with the terms and conditions of this letter. The transfer of your employment will be subject to the completion of the Transaction and your execution of this letter.

The transfer of your employment will take effect on 1 April 2025 or such other date that is communicated to you by the Company (the “**Transfer Date**”). You shall remain employed with Milacron under your existing contract of employment (the “**Existing Contract**”) until the close of business hours one day prior to the Transfer Date (the “**Release Date**”). Subject to your acceptance of the terms set out herein and your execution of this letter, your employment with DME will commence on the Transfer Date, on the same terms and conditions as set out in your Existing Contract (i.e., on no less favourable terms and conditions on aggregate than those as applicable to you as an employee of Milacron as of the Release Date). To this end, Milacron will also hereby release you from its employment with effect from the close of business hours on the Release Date, and you will cease to provide services to Milacron in any capacity whatsoever.

There would be no change in your work location, unless it is in accordance with the Existing Contract. By executing this letter, you are deemed to have entered into a new employment contract with DME on the same terms as the Existing Contract, and on and from the Transfer Date, all references to Milacron in the Existing Contract shall be construed as a reference to DME.

It is hereby clarified that, unless you are already on probationary period as of the Release Date, you will not be required to serve any probationary period with DME. Additionally, Milacron hereby waives the requirement for you to service any notice period under the terms of your Existing Contract.

For the purpose of gratuity and any other tenure-linked benefit, your service tenure with Milacron till the Release Date will count towards your term of continuous employment with DME, i.e., for computing gratuity and any other tenure linked benefits, the date of commencement of your employment with DME will be deemed to be your date of joining Milacron as mentioned in your Existing Contract. You consent and agree to payment of gratuity and tenure-linked benefits by DME in the manner set out above.

Pursuant to the transfer of your employment to DME, DME shall ensure that the accrued earned leave balance from your employment with Milacron as of the Release Date, shall be carried over to DME as ‘earned leave’ in accordance with the concerned leave policy of DME. You consent and agree to the carry-over of your accrued earned leaves as of the Release Date.

Milacron has made payment of accrued salary payable to you up to the Release Date prior to the Release Date. On and from the Transfer Date, DME will make payment of all statutory and contractual payments due to you, as per its regular payroll cycle. Save and except for your salary for the month of March 2025, all your employment related payments will hereinafter be transferred to and paid by DME. All such amounts will be paid to you as usual (and in accordance with DME’s payroll cycle), in the ordinary course of business.

With effect from the Release Date, you and Milacron hereby mutually release and discharge each other from all actions, duties, liabilities, obligations and responsibilities. Both you and Milacron hereby represent that you have no claims, statutory or contractual or otherwise against each other, and any person claiming through either you or Milacron will not raise any claim, demand, dispute for any

payments connected with or related to your employment with Milacron.

Transfer of your employees' provident fund accumulations as per the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 shall be subject to the statutory filings made by you with the competent authority. Milacron and DME shall assist you in making the required filings in this regard.

You also consent to Milacron providing DME (or to any other third party appointed by it) with a duplicate set of all of your personnel records and other personal information that is currently held by Milacron (or any of its affiliates) for the purposes of your continued employment.

The terms of this letter are to be kept strictly confidential. If you have any questions about the contents of this letter, please do not hesitate to contact your respective HR BP or Raghunathan Nagaraj (rnagaraj@moldmasters.com).

For our records, please also return two copies of the duly signed letter, within 7 (seven) days of receipt of this letter to your respective Manager or Raghunathan Nagaraj (rnagaraj@moldmasters.com).

To the extent of any inconsistencies between this letter and the Existing Contract, the terms of this letter (with respect to such inconsistency) shall prevail.


This letter and any disputes relating to it shall be governed by and construed in accordance with the laws of India, and the parties submit to the jurisdiction of the competent Indian courts in Ahmedabad, India.

Yours sincerely

For and on behalf of **Milacron India Private Limited**

For and on behalf of **Mold-Masters DME India Private Limited (formerly known as DME (India) Private Limited)**

Name: Bimal Shukla
Designation: Authorised Signatory



Name: Sreedharan Jayakaran
Designation: Authorised Signatory

Acknowledged and Accepted:

For Employee

Name: