



TRIUNE TECHMENTORS LLP

#79,4th Cross, Rajanna Layout, Horamavu Agara Road, Bangalore – 560043.
GST No - 29AAVFT0806C1Z2

Date: 6th November, 2024

Name: Gowrisankar Thangapandian

Father Name: Thangapandian

Date Of Joining: 8th November 2024

Employee ID: TTM0008

Date of Birth: 10/03/1997

Address: 6/58 North Street, Sivakamiyapuram,
S. Ramalingapuram(post), Rajapalayam (TK),
Virudhunagar(dist), Tamilnadu-626102. India.

Appointment Letter

Dear **Gowrisankar Thangapandian**,

We are pleased to offer you the position of **Mobile App Developer** with Triune Techmentors LLP (herein referred to as “TTM” or “Company”) in Bangalore, India. Your employment is subject to the terms and conditions that follow and applicable Company policies.

Please note that this job offer is provisional and is subject to verification of your antecedents and other information as may be verified from your background check report. If your background and/or reference checks have not been completed as of the date of this letter, then based upon the result of these checks, TTM reserves the right to withdraw this offer and/or terminate your employment.

REMUNERATION AND BENEFITS

Fixed Gross Salary: Your fixed gross salary will be INR 2,40,000 per annum (the "Fixed Gross Salary"), less statutory deductions and other required withholdings, payable in twelve monthly equal installments on or before 7th day of each calendar month in accordance with Company policy. A breakdown of your Fixed Gross Salary together with other compensatory benefits is as stated in the enclosed Annexure A. Since the success of TTM depends upon the outstanding performance of its Associates, you are expected to perform your duties and services to TTM to the best of your ability, on a full-time basis.



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PROBATIONARY PERIOD

The first 90 days from your date of employment will be a probationary period. The Company may extend your probationary period if so, deemed necessary by the Company. If you successfully complete the probationary period, either initial or extended as the case may be, the Company may in its sole discretion confirm your services. The company reserves the right, at any time, with or without notice, to alter or change job responsibilities, reassign or transfer job positions or assign additional job responsibilities. All associates are deemed confirmed after the 90 day probationary period unless informed by your manager or Human Resources.

TERMS AND CONDITIONS:

Bond Agreement: You agree to work for TTM for a minimum period of one (1) year from the date of joining. In the event of your resignation before completing the said period, you will be liable to pay TTM a bond amount of Rupees 60,000/-. If TTM fails to provide your salary for any month, this clause will be rendered null and void.

Bond Amount Deduction: In case of premature termination, the bond amount will be deducted from your pending salary, benefits, or any other amounts due to you or continue the employee without pay to cover the bond amount.

Exemption: The bond agreement will be exempted on mutual agreement or if you resign due to retirement, permanent disability, or death.

Indemnity: You agree to indemnify and hold harmless TTM against any claims, damages, or losses arising from your breach of this agreement.

CONFIDENTIALITY AND NON-DISCLOSURE:

You agree to maintain confidentiality and not disclose any company information, trade secrets, or proprietary data during or after your employment.

LOCATION

Currently its remote/hybrid, your normal place of work will be our office in Bangalore, India. TTM reserves the right to assign you to client project & deploy to client office, based on requirements. Either client locations in India or another country/territory in which TTM's affiliates operate for the performance of your job.



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HOURS

Your work timing will be a 10-hour shift for 5 days a week with 30 minutes of Lunch break, subject to the department you are assigned to & basis business requirements. You may also be required to work outside the aforesaid working hours and days if necessary.

NO DUAL EMPLOYMENT OR FREELANCING

Scope of Employment During the term of employment with TTM (hereinafter referred to as "the Company"), the employee is expected to devote their full professional time, attention, and effort to the duties and responsibilities assigned by the Company.

Restriction on Dual Employment and Freelancing The employee shall not, during the course of their employment with the Company, engage in any other employment, consultancy, freelancing, or business activities (whether paid or unpaid) without the prior written consent of the Company. This includes, but is not limited to:

- Accepting any employment, consultancy, or freelance opportunities with any third party, whether as an employee, consultant, advisor, or independent contractor;
- Involvement in any business, project, or activity that may conflict with the interests of the Company or interfere with the employee's ability to perform their duties effectively.

Conflict of Interest The employee acknowledges that dual employment or freelancing without the Company's consent may constitute a conflict of interest, and understands that engaging in such activities could compromise the employee's professional responsibilities to the Company. Any breach of this clause will be considered a violation of the Company's Conflict of Interest Policy.

Legal Consequences Violation of this clause may result in immediate disciplinary action, up to and including termination of employment. In addition, the Company reserves the right to pursue any legal remedies available under applicable laws, including seeking damages for any loss or harm caused by the violation.

Right to Injunctive Relief The employee acknowledges that a breach of this clause may cause irreparable harm to the Company for which monetary damages alone may not be an adequate remedy. Therefore, in the event of any such breach, the Company will be entitled to seek injunctive relief or any other equitable remedies, in addition to any other legal remedies available under applicable law.



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ANNUAL LEAVE, SICK LEAVE AND HOLIDAYS

You will be entitled to annual leave, sick leave and holidays in accordance with Company policy and applicable laws. Please refer to the Company's Associate Handbook for more information about leaves and holidays, which will be shared.

CHANGES TO EMPLOYMENT

TTM may modify or cancel your benefits, change policy or plan documents, your manner or structure of remuneration, your job title and/or reporting structure, working conditions (including hours of work, shifts or work location within a reasonable geographic proximity) and duties and responsibilities from time to time by providing you at least twenty-one (21) days' notice. You agree that any such changes shall not constitute constructive dismissal or trigger any entitlement to notice of termination or pay in lieu of notice whatsoever (whether pursuant to this Offer of Employment Letter, applicable legislation or otherwise).

COMMUNICATION

You shall keep the Company informed of your latest postal address at all times and inform the Company in writing in case of change of your address. Any communication sent to you by the Company on your last known address shall be deemed to be duly served notwithstanding the fact that you have changed your address.

PERSONAL INFORMATION

You consent to TTM or its agents collecting, using, disclosing and retaining your personal information, including health information, for the purposes of managing and administering the employment relationship. This includes information related to the creation, administration and termination of employment, and may include the transmission of personal information in or outside India and/or the exchange of personal information with third parties for certain purposes, such as for benefit and payroll related matters.



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CODE OF BUSINESS CONDUCT

At all times, you agree to conduct yourself in a professional manner and in a manner that does not conflict with TTM's interests. All Company Associates are subject to the terms of and required to sign the Code of Business Conduct upon hiring and on an annual basis. Some of the requirements in the Code of Business Conduct continue even after you leave the Company.

NON-SOLICITATION

During your employment or for a period of twelve (12) months following resignation or termination of employment for any reason, you shall not directly or indirectly solicit, hire, offer employment to or in any manner encourage employees of TTM to leave their employment, and you shall not solicit in any manner customers to whom you have provided services to while employed by TTM to shop or consume similar services or products at another business, nor discourage a customer from purchasing goods and services at TTM.

TERMINATION OF EMPLOYMENT

Termination for Cause: Your employment may be terminated at any time for cause without providing you notice of termination, payment in lieu of notice, or severance pay of any kind whatsoever. While the term “just cause” shall have its regular meaning at law, willful insubordination, disobedience, theft, fraud, dishonesty and habitual negligence and breach of the Company’s Code of Business Conduct are all examples of situations in which the Company may terminate your employment for cause.

Termination for Any Reason: Furthermore, the Company may terminate your employment at any time and for any reason by providing you with one (1) months’ notice.

Resignation: You may resign from your employment with TTM at any time upon providing 90 days advance notice in writing of your last intended day of work. TTM reserves the right to waive this notice of resignation period, either in whole or in part; Resignation from TTM during the probationary period will warrant a 30-day notice or pay in lieu of notice.



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BUSINESS TOOLS

At the Company's sole discretion, you will be provided with the appropriate business tools, or a subsidy for appropriate business tools, for your position which will be available to you while actively employed.

ENTIRE AGREEMENT

You agree that this agreement, along with applicable plan documents and Company policies and procedures, govern your relationship of employment with the Company and that, taken together, these documents supersede and render void any prior verbal or written representations concerning the terms or conditions of your employment with the Company.

EMPLOYMENT CONDITION

This offer is made on the express understanding that you are not under any obligation to any other person or entity that would interfere or conflict with you assuming the responsibilities and providing the services set out in this employment agreement. This offer of employment is conditional upon a background check satisfactory to the Company. During your employment the Company may request and you shall consent to a criminal background check. If the background check is unsatisfactory to the Company, your appointment will be terminated for Cause without notice or pay-in-lieu (whether pursuant to applicable common law, contract, or otherwise). You acknowledge and agree that the Company is issuing this appointment letter on the basis of the information/particulars provided by you with regard to your educational/professional qualifications, experience, criminal records and any judgements relating to debts or insolvency. In the event it is discovered at any stage that any information/particulars and/or details provided by you are incorrect and/or any material information has been withheld/suppressed by you, it shall constitute a breach of discipline and your services will be liable to be terminated for Cause. TTM may modify the employee's role or his/her responsibilities at any point going forward. You should retain a copy of this letter for your own records and sign and return one copy to the



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Company. Upon acceptance by you of this letter, this letter shall supersede all prior oral or written agreements, commitment, understandings or communication, whether formal or informal, with respect to your appointment.

Yours's sincerely,

For & On behalf of

Triune Techmentors LLP

Rajan Kuppan

Authorized Signatory

Letter Acceptance

I have read and accept this offer of employment:

Gowrisankar Thangapandian

Date