

**E-MAIL: jumbish.jain@mindtree.com**

**Jumbish Jain**

**Employee No: 1068217**

**Bangalore, India**

**Subject: Your Employment Terms and Conditions in the Netherlands**

Dear Mr. Jumbish Jain,

We are pleased to inform you that you are being transferred on assignment to the Netherlands beginning 15 Feb 2023 until 14 Feb 2026.

**1. Work location:**

You will be assigned to work at the establishment of LTIMindtree Ltd. (the **Company**) or the establishment of the client in the Netherlands. The details of your assignment are outlined on our work permit visa petition that is filed on your behalf. During the assignment, you will at all times remain an employee of the Company.

**2. Your Compensation:**

You are provided a gross annual salary of € 72,000 (Excluding 8% holiday payment). The Company will bear the visa and ticket costs associated with the beginning and end of the assignment.

You are entitled to claim holiday allowance from the company such being based on your gross salary accrued over the period from 1<sup>st</sup> June upto and including the following 31<sup>st</sup> May, excluding any special benefits received. The holiday allowance shall be paid at the end of the month of May and will be 8% of your annual gross salary (as mentioned above).

The annual gross salary is calculated at 12 (Twelve) times the gross salary as on 1<sup>st</sup> Jan of that year. For a working period shorter than a year the amount of the holiday allowance will be proportional.

We will continue to pay social security contributions in India. Since you are deputed to Netherlands for a limited period of time from your Indian employer and continue to work for him under your Indian employment contract, we assume that you will not be subject to the social security legislation of the Netherlands. Therefore we will not pay Social security contributions for you in the Netherlands unless otherwise instructed by the Dutch authorities.

**3. Health Insurance Cover:**

You will be covered under LTIMindtree insurance scheme and other health benefits as per LTIMindtree policy in Netherlands. You will need to work along with the Business PF in Netherlands to enroll. Please note that LTIMindtree will not enroll you automatically.

**4. Service Conditions:**

During the assignment abroad, you will observe and respect the rules and regulations with regard to working hours, discipline and work norms as applicable to the Netherlands. You will devote yourself exclusively to the business of the Company. You will not take up any other work, part-time or otherwise, remuneration or not.

**5. Leave:**

You will be entitled to take leave as per the leave policy published in our Intranet (PeopleNet)

**6. Confidential Information:**

You will not, at any time, without the consent of the Chairman of the Company, disclose or divulge or make public, except under legal obligation, any information regarding the Company affairs, administration or development

research carried out whether the same may be confided to you or become known to you in the course of your assignment.

## **7. Status of residence in Netherlands**

You shall not seek any change in status of residence in the Netherlands and shall be required to return to India on 14 Feb 2026. You shall not, under any circumstances, participate in any activity that would bring about conflict with the Company's interests or any authorities in Netherlands.

Should there be any violation by you, of the laws of the Netherlands, you will bear all costs in connection with the consequences that may arise out of your action. The Company's decision in this regard will be final and binding.

## **8. Termination:**

You will be required to return to India on 19 Feb 2026. Your employment with the Company may not be terminated while you are in Netherlands. If you wish to terminate your employment with the Company, you are required to return to India and provide a notice period of 8 weeks.


## **9. Assignment Completion:**

It is important for you to realize that the Company has spent substantial amount of monies & efforts in obtaining your visa, attorney expenditure, travel & relocation etc. Hence you are requested to remain until the completion of all your project assignments. LTIMindtree reserves the right to recover such costs from the employee.

In the event you would wish to terminate your services, you are required to complete the full relieving & handover formalities and give a minimum of 8 weeks' notice so that a suitable replacement can be made available.

The Employee is fluent in the English language and agrees to the fact that this Employment Contract is in English

Yours sincerely,



**Manoj Shikarkhane**

**Chief Human Resources Officer**

I hereby acknowledge, fully understand and accept the mentioned employment terms and conditions. I am fluent in the English language and agree to the fact that this Employment Contract is in English

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Name – Jumbish Jain

Employee ID – 1068217

30 January 2023

### **LTIMindtree Limited,**

(Formerly Larsen & Toubro Infotech Limited)

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LTIMindtree Limited is a subsidiary of Larsen & Toubro Limited

