



Date: 8th December 2023

To,

Kaushik Tayi

Rajapushpa Regalia, Kokapet, Block: A, Flat No: 401, Hyderabad - 500075

Subject: Internship & Employment Offer with Sophos Technologies Private Limited

Congratulations!! You have been selected as an intern with Sophos Technologies Private Limited hereinafter referred to as "Sophos". We hope that this will help you gain good experience and knowledge pertaining to your subject.

You will be working with the **Sophos Technology Group** team. This internship will be full time internship for a duration of **6 months** which will start from **8th January 2024**. You will report to the Team Leader assigned to you upon your date of joining.

Your principal place of deployment shall be your home address, which is currently **Rajapushpa Regalia, Kokapet, Block: A, Flat No: 401, Hyderabad - 500075**. You might be required to visit and work at such other locations and for such times as Company consider necessary for the proper performance of your duties. You are required to inform Company as soon as possible if you plan to change home address, and this must be within India only. You confirm that you are not in breach of any covenant or agreement in doing work at your home. You may be required to (i) relocate to other locations in India or abroad; and/or (ii) undertake such travel in and outside India, from time to time, as may be necessary in the interests of the Company's business.

You will be paid a consolidated stipend of **INR 35,000** monthly for the internship period and you will be expected to work from 10.00 am to 7.00 pm.

In order to successfully complete your internship, you will be required to submit detailed documentation to your Team Leader regarding the work undertaken during your internship tenure, details of which will be provided to you.

This internship can be terminated by either party with one month's prior written notice. During your internship, you must adhere to our company policies.

Further, Sophos agrees to give you a conditional employment offer as a **Threat Analyst 1 (Level: IC1)** with future anticipated compensation structure herewith in Annexure A., subject to completion of your internship, satisfactory performance during your internship period, as evaluated by your Team Leader, and successful completion of your degree. In case of failure to comply with any of the above conditions, the conditional employment offer will be revoked.

We wish you the very best and look forward to a mutually productive relationship.

Please confirm your acceptance to the terms and conditions in this letter within 48 hours of receiving the same. For any further information, please contact hroperationsindia@sophos.com.

Sincerely yours,

For, Sophos Technologies Private Limited

DocuSigned by:

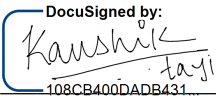
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Nithyanandh Dayalan
Director HR
Date: 12/8/2023

Sophos Technologies Private Limited

Regd. Office: Sophos House, Saigulshan Complex, Beside White House, Panchvati Cross Road, Ahmedabad - 380006, Gujarat, India
Tel +91-79-66216666 Email enquiry@sophos.com www.cyberoam.com www.sophos.com
CIN: U72200GJ2006PTC047857

**ACKNOWLEDGEMENT & ACCEPTANCE:**

I have read and understood the above terms and conditions and hereby give my acceptance of the same voluntarily and freely.

SIGNATURE:  DATE: 12/10/2023

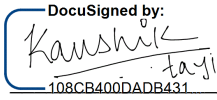
Annexure-A

The following is a summary of your future compensation if you satisfy the stated conditions at the end of your internship.

Date of Joining	8th July 2024
Job Title	Threat Analyst 1
Level	IC1
Work Location	Bangalore (Remote)
a) Base Pay	INR 8,65,000
b) Variable Performance Pay	(5% of Base Pay) INR 43,250 Per Annum
Overall Targeted Earnings	INR 9,08,250

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I have read and understood the above terms and conditions and hereby give my acceptance of the same.

SIGNATURE:  DATE: 12/10/2023