

Roppen Transportation Services Private Limited

PRIVATE AND CONFIDENTIAL

Date: 24-11-2022

Dear Rashika Rawat,

With reference to our recent discussions, we are pleased to appoint you the position of **Associate Data Engineer (Job Level - "11")** in **Data Department (Job Family - "Data Engineering")** of Roppen Transportation Services Private Limited at Bangalore, on the following terms and conditions with effect from your joining date 03-07-2023. Your internal title will be **"Associate Professional"**. We trust that your knowledge, skills and experience will be among our most valuable assets. Your Cost to the Company (CTC) is **INR 19,82,168** and the breakup of the same is enclosed in Annexure 'A' + **INR 300,000** (Part of Total Direct compensation) variable pay & **ESOPS worth INR 500,000** (Part of Total Direct compensation) (vesting time period of 4 Years and 25% equally vested each year). You will also be entitled to Company bonuses, awards and other benefits as per company policies and performance criteria. The Company may, from time to time in its sole discretion, modify or eliminate its policies and the benefits offered to employees.

1. You will be on probation for a period of **6** months, which may be extended at the sole discretion of the Company. After completion of probationary period or its extension thereof, your performance will be evaluated by the company. After such evaluation, the company will take a decision on whether to confirm or reject your employment. Decision will be communicated to you at the end of evaluation.
2. You must not, without the written consent of the Company, in any way directly or indirectly (i) be engaged or employed in, or (ii) concerned with (in any capacity whatsoever) or (iii) provide services to, any other business or organization where doing so is, or is likely to be, in conflict with the interests of the Company or may adversely affect the efficient discharge of your duties.
3. Non-compete: You shall not during your employment and for a period for 12 (twelve) months after termination, without the prior consent of the Company, be employed by, perform work for, or be involved in any capacity with any business that operate in the same fields or that is (or intends to be) in competition with the Company.
4. Non-Solicitation: You shall not within 12 (twelve) months after termination, without the prior consent of the Company, recruit, solicit, entice, assist, engage in or

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otherwise undertake (whether directly or indirectly) any activity: (i) with a view to solicit from any client/customer or (ii) with a view to recruiting any person then employed or under offer of employment by the Company to join you in providing services to or becoming involved in any business activity in which you are involved outside the Company.

5. The Company may terminate your employment by giving you not less than **Thirty** days' prior notice in writing, or your basic salary in lieu thereof. You may resign from the employment by giving the Company no less than **Thirty** days' prior notice. Your notice period during probation period will be 15 days. In case you terminate the employment prior to the 12 months from the date of joining or the Company terminates you pursuant to Clause 6 below, then you agree to repay to the Company the Additional Payment and Notice Buy-Out within 30 (thirty) days of such termination of your employment.
6. The Company reserves the right to terminate your employment summarily without any notice period or salary in lieu thereof, if it has reasonable ground to believe that you are guilty of misconduct or negligence, or have committed any fundamental breach of the employment agreement, or caused any loss to the Company.
7. Intellectual Property and Confidential Information: You shall not make use of or disclose any such information or to retain or disclose any materials from a prior or current employer. It is likely that you will become knowledgeable about confidential, trade secret and/or proprietary information related to the operations, products and services of the Company and its clients. You acknowledge and agree that the any intellectual property arising out of or in connection with the your employment at the Company, shall be the proprietary property of the Company and all right, title, and interest in the intellectual properties arising out of or in connection with the your employment at the Company shall vest in the Company.
8. Retirals
 - i. You will participate in the Company Provident Fund Scheme as applicable to your category of employees.
 - ii. You will be entitled to gratuity in accordance with the rules governing such payment.
9. Any campus student who confirms and accepts offers will not be eligible to sit for another campus interview / hires

On your day of joining, you will be required to execute a detailed employment agreement which will constitute all the above conditions of your employment in detail.

Your signature at the end of this letter confirms that no promises or agreements that are contrary to this offer letter have been committed to you during any of your pre-employment discussions with the Company.

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We look forward to an early acceptance of this offer. This offer will remain open for 3 (three) business day following your receipt of this letter. Your offer of employment with the Company and after the commencement of your employment, your continuing employment with the Company is conditional upon:

- a) satisfactory results of a pre and post-employment background checks, reference, criminal, credit, education checks and other necessary checks;
- b) you're not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with the firm;
- c) satisfactory completion of the probationary period;
- d) in circumstances where your previous employer has an office in India, your providing the firm with a relieving letter from your previous employer, within 2 weeks of the commencement of your employment;
- e) you agree that you will cooperate fully with the Company (and its respective counsel, if applicable) in connection with any client matter, inquiry, investigation, administrative proceeding, litigation or dispute relating to any matter relating to the Company in which the Company believes you were involved or of which you have knowledge.

To indicate your acceptance of Company's offer, please sign and date the enclosed original and return it to us.

We welcome you to our organization and look forward to working with you towards the mutual growth of the organization and yourself.

Yours sincerely

For and on behalf of

Roppen Transportation Services Private Limited



Anvith Murthy

(Head - Human Resources)

I agree with the terms and conditions of my employment with the Company as set out or referred to above.

Signed

Rashika Rawat

Date

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Annexure A

Roppen Transportation Services Pvt Ltd Compensation Breakup Sheet			
Bangalore			
Gross Salary	Monthly	Annual	Description
Basic Salary	50,000	600,000	40%
HRA(40% on Nonmetro & 50% Metro City)	20,000	240,000	40%
Statutory Bonus	0	0	8.33%
FBP - Other Allowance	53,200	638,400	Balancing Figure
Gross Salary (A)	123,200	1,478,400	
Employer Contribution			
Employer PF	1,800	21,600	(12%on Basic or 1800 PF Ceiling limit 15K)
ESI Insurance	0	0	(Applicable for MonthlyGross< 21K)
Total Fixed Compensation (B)	1,25,000	15,00,000	
GMC Insurance Premium*	276	3,311	
Gratuity	2,405	28,860	(Retiral Benefits after completion of 5Yr)
Learning and Development Allowance	2,083	25,000	
Total Benefits (C)	4,764	57,171	
TOTAL COMPENSATION (D) =B + C	1,29,764	1,557,168	
Other Cash Benefits			
STI Plan-Performance Bonus(Variable)*		300,000	Terms & Condition
Benefit Nominal Value *		460,000	FBP Policy
Total Cash Benefits (E)		3,00,000	
TOTAL POTENTIAL COMPENSATION (E) = D + E		1,857,168	
ESOP Break UP			
ESOP Worth	500,000		
Years to Vest	4		
Equity Annual Value (F)		1,25,000	
Total Direct Compensation (E+F)		19,82,168	

Accepted By,
Rashika Rawat

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FBP Annexure Declaration

FBP Annexure Declaration for Tax Benefits		
Benefits Nominal Value *	Monthly	Annual
Books & Periodicals Reimbursement	3000	36,000
Telephone / Mobile Reimbursement	3000	36,000
Internet / broadband bill Reimbursement	3000	36,000
Professional Education Development Expenses	3000	36,000
Home Refurbishing Allowance - Soft & Hard Furnishings	10000	1,20,000
Gadgets for Professional Use	7500	90,000
Insurance Benefits		
GMC - Medical Insurance		Claimable
Married - Spouse + Children(Upto 2 Kids)	Default	5,00,000
Parents / In laws(Premium borne by employee)	Optional	
Group Personal Accident Insurance		
Employee (Self)	Default	10,00,000

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