

**PRIVILEGED AND CONFIDENTIAL**

09/07/2025  
Sachin Goyal

**Offer Letter**

Dear **Sachin Goyal**,

We are pleased to offer you a position of **Associate Engineer** at Anko (Regd. as KAS Services India Private Limited) (herein referred to as "Company") based out of our office location(s) in Bangalore, Karnataka, India on the following terms and conditions.

<b>Commencement of employment:</b>	As mutually agreed, you are required to join the Company no later than <b>25/08/2025</b> . In the event you are unable to join on the Date of Commencement, the Company will have the option to rescind this offer.
<b>Annual Salary:</b>	Your Annual cost to company salary shall be <b>1,360,000.00</b> INR, which shall be subject to deductions on account of withholding taxes and contributions under applicable laws, rules, and regulations in India and/or under the terms of your employment. Your gross salary's break-up is described in Annexure A. You shall be responsible for paying any taxes, direct or indirect, state, or local, which may result from the remuneration paid to you pursuant to your employment with the Company.
<b>Discretionary Bonus:</b>	A discretionary bonus may be paid when the corporate financial results become available. The payment of bonus will be considered based on the Company's financial performance and the performance of the employee. You will have to work for a continuous period of at least three (3) months in the Company to be eligible for the discretionary bonus and be employed at the date of payment (typically in the month of September following the end of the performance period being measured). Terms and conditions of the Discretionary Bonus program may change and is defined by the Company.
<b>Insurance Coverage:</b>	Subject to the Company's policy, you and your eligible dependents may be entitled to medical insurance coverage, and you will be entitled to personal accident and life insurance for self during the period of your employment with the Company. The company shall solely determine the eligible dependents that would be included under the medical insurance coverage and the same may be varied from time-to-time in sole discretion of the Company.
<b>Background Verification:</b>	As a condition of your employment with the Company, you agree to a background verification check and said employment is subject to you clearing the background verification process subject to the requirements of the Company.

Your employment with the Company will require you to be bound by all rules, regulations, policies, and guidelines issued by the Company from time to time, in relation to, but not limited to personal and professional conduct, non-disclosure of confidential information and discipline.

We welcome you to the Company and take this opportunity to wish you a long and successful career with us.

Please sign and submit a copy of this Offer Letter as your acceptance of the offer within 2 (two) days from hereof. If we do not receive your acceptance within the above-mentioned 2 (two) days period, this offer shall lapse and shall not be applicable for acceptance thereafter. By signing this Offer Letter, you also consent to the collection, use, transfer, disclosure, storage and retention of your Personal Data.

Thank you,

Yours sincerely,

Accepted By:

**Sachin Goyal**

**Ranjitha M V**  
**Sr Manager Talent Acquisition and D&I**



Regd. Address:

KAS Services India Private Limited  
Banyan Block L-1, 5th Floor,  
Embassy Manyata Business Park SEZ  
Outer Ring Road, Bangalore, India 560045  
CIN U72900KA2018PTC111271



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Annexure A	
Team Member Name: Sachin Goyal	Job Title: Associate Engineer
Fixed Salary Components	Annual (INR)
Basic Salary	544,000.00
House Rent Allowance (HRA)	217,600.00
Flexible Benefits Components**	533,120.00
<b>TOTAL FIXED SALARY</b>	<b>1,294,720.00</b>
Employer's Provident Fund (PF) Contribution (12% PF Contribution on Basic Salary)	65,280.00
<b>TOTAL COST TO COMPANY</b>	<b>1,360,000.00</b>
Discretionary Bonus (Percentage of your CTC)	Target 6.75% Maximum 13.50%

#### Salary Deductions:

Professional Tax

Tax Deducted at Source(TDS); If applicable

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.

**Note:** Please refer Annexure B for further details on Flexible Benefits & Discretionary Bonus program



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## Annexure -B

### Flexible Benefits

Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to choose from a bouquet of allowances as mentioned below to optimize your earnings. You are eligible to opt for the flexible benefits in accordance with the policy of the Company within the value stated below.

Components	Limits per Annum
Telephone Reimbursement	INR 18,000
Leave Travel Allowance (LTA)	1-month basic Sal up to Max INR.100,000
Children education allowance	Rs. 100 per month for maximum of 2 children.
Children hostel allowance	Rs. 300 per month for maximum of 2 children.
Fuel and car maintenance for Employee-owned vehicle	2,400 per month (Rs. 1,800 per month where cc of engine doesn't exceed 1.6 litres)
Driver salary for Employee-owned vehicle	Rs. 900 per month
National Pension System (NPS)	Max up to 14% of Annual Basic Salary.

\*\* Residual Balance amount under Flexible Benefits will be paid as special allowance and will be fully taxable.

Note – Flexible benefits is provided at the discretion of the management and governed by the Flexible benefits policy & Income tax guidelines. Company reserves the right to make amendments to the policy or withdraw at any time. It can also change subject to changes as per statutory and tax guidelines.

### Discretionary Bonus

The Bonus Program provides you with an opportunity to earn an annual reward on top of your fixed pay. You have the potential to earn a target bonus payment that is set as a percentage of your Annual Cost to Company (CTC) for the performance period depending on the Company's financial performance and the performance of the employee. You can earn up to a maximum of two times your target opportunity (referred to as your maximum opportunity) when the Company delivers exceptional results and when you significantly exceed expectations as determined by your end of year Achievement & Growth (A&G) rating). The performance period for the Bonus Program is from 1st July to 30th June.

The Company implements different types of discretionary bonus programs, which are revised every year. You must be employed as a salaried team member, in a permanent role for a minimum of a total of three months of the performance period (with a commencement date on or before 31 March). You must be actively employed by the Company or its subsidiary or group companies at the time any applicable bonus payment is to be made (typically in the month of September following the end of the performance period being measured). Your bonus payment will be pro-rated for the portion of the Bonus performance period you are employed by the Company. Additionally, you will not be entitled to receive a bonus payment if your employment is terminated on grounds of misconduct.

It is clarified that the discretionary bonus will be paid at the sole discretion of the Company. The payment of any discretionary bonus is not guaranteed under this contract or under law. The Company reserves the right to suspend and cancel any bonus program or alter the terms and conditions of the bonus program in its sole discretion and without consultation, and this may include, without limitation, amending eligibility criteria, and performance measures.



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