

Ref: Sigmoid/24074119

Date: 27 October 2025

Sourabh Muchhal,
Bangalore

Dear Sourabh,

We are pleased to offer you a position of “**Senior Technical Lead**” at Sigmoid, a **Streamvector Technology Private Limited company**, at our Bangalore Office effective from **Monday, 8 December 2025**.

Acceptance and Commencement:

Your joining date will be effective on **Monday, 8 December 2025**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance as per the direction listed below or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance to the offer, you are required to:

- Respond via email to jayakumar.as@sigmoidanalytics.com to communicate acceptance of the offer and to confirm our Joining Date. Please note, if you do not send your acceptance to the email ID mentioned above within five days of receipt of the offer, the offer will stand withdrawn.
- Any change to the Joining Date after acceptance of the offer must be communicated on the abovementioned email ID at least three (3) days prior to the Joining Date.
- Report to the Company at Sigmoid Office, A Division of SIGMOID (Streamvector Technology Private Limited), Tower 2, SJR I Park, 2nd Floor, Rd Number 9, Whitefield, EPIP Zone, Bengaluru, Karnataka- 560066

Your employment will be contingent upon you executing an Employment Agreement, an Employee Non- disclosure Agreement with the company on the joining date.

Further, on the Joining Date, please bring

- i. the original and one (1) photocopy of this offer letter duly signed and dated by you,
- ii. Four (4) self-photographs of passport size,
- iii. Originals and one (1) set of photocopies of the following documents:
 - Education degree certificate and mark sheets for each academic year of the highest degree attained. Photocopies should include both front and back side of the certificate.
 - Relieving letter or resignation acceptance letter from your most recent employer, including employee number, where applicable.
 - Proof of identity—bring your passport, driving license, voter’s identification card or Aadhar card.
 - PAN Card.

SIGMOID (Streamvector Technology Private Limited)

Tower 2, SJR I Park, 2nd Floor, Rd Number 9, Whitefield, Bengaluru, Karnataka- 560066.

Email: contact@sigmoidanalytics.com, Web: www.sigmoid.com, Ph: 080-42187033

The offer under this letter is conditional upon satisfactory completion of a pre-employment screening process by the Company, which includes, but is not limited to, verification of your application materials, education and employment history, references which are satisfactory to the Company from your previous employer(s) etc. If, after you have started work, the Company is informed that you have not (in our sole discretion) satisfactorily completed pre-employment screening, or if it is found at any time during your employment with the Company that any information furnished by you is incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services with immediate effect.

Your compensation package as on the Joining Date will be as stated below:

Annual Compensation: INR 64,11,538 /- (Sixty Four Lakh Eleven Thousand Five Hundred Thirty Eight Rupees Only). (The detail breakup of the compensation is enclosed in annexure I) The compensation stated above is applicable on a per annum basis (before all customary payroll deductions).

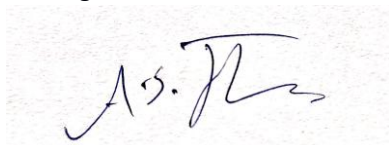
A part thereof will be payable monthly in accordance with the Company's customary payroll practices.

Please sign this offer letter and return it to us as a confirmation of your acceptance. By signing this offer letter, you represent and warrant to the Company that you are under no contractual commitments, including without limitation subject to non-competition restrictions or similar type of restrictive agreements, inconsistent with the obligations to be undertaken with the Company.

Should you have any questions, please feel free to send us an email at jayakumar.as@sigmoidanalytics.com. We look forward to your becoming a part of our team.

Sincerely,

For Sigmoid, A Streamvector Technology Private Limited Company.,

A handwritten signature in blue ink, appearing to read "A.S. J.", on a light-colored background.

Jayakumar AS

Director – Talent Acquisition

Name:

Signature:

Annexure I

Name:	Sourabh Muchhal	
Designation:	Senior Technical Lead	
Compensation Structure		
Components	Monthly (INR)	Annually (INR)
Basic	1,93,333	23,20,000
PF Employer ¹	1,800	21,600
Flexible Compensation ²	2,88,200	34,58,400
Total Fixed	4,83,333	58,00,000
Performance Bonus ³	5,00,000	
Gratuity ⁴	1,11,538	
Total CTC + Benefits	64,11,538	

Note:

¹Sigmoid gives you an option to increase your savings by increasing the PF component from Rs **INR 1,800.00** per month to 12% of basic at the time of defining your tax structures. The salary structure will change accordingly.

²Sigmoid offers a basket of components as part of the flexible compensation. These can be declared at the time of joining and the same will be considered for tax calculations.

³The Performance will be assessed bi-annually (twice a year), and the total amount will be distributed in 2 instalments for the calendar year. This will be paid at the end of every 6 months cycle (Cycle being Jan-Jun and Jul-Dec) along with the ensuring payroll. You should be on rolls of the company at the time of the payout to be eligible for performance bonus pay. You will not be eligible for this payout if you have resigned/exited or serving notice period.

⁴Gratuity - Subject to continuous service with the company for minimum five years or more. Payable upon termination of employment, retirement, disablement or death up to INR 10,00,000/- (as per Payment of Gratuity Act, 1972 and company policy)

#Applicable TDS and statutory deductions will be done based on tax declarations/proofs provided by you.

Annexure II (Terms & Conditions)

Confidentiality:

You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's policies, Company's patterns & Trademark and Company's Human assets profile.

Non-Disclosure:

You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.

Code of Conduct:

While in service with our Company, it is a condition of this offer and your acceptance that your performance will be in accordance to Company standards. Uphold the code, our actions could influence others, demonstrate ethical leadership by Thanking, listening carefully, ask for clarifications if required, seek help. We treat others with respect and dignity, encourage diversity and diverse opinion, promote equal opportunities for all and help create an inclusive and ethical culture. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.

Alternate Employment & Other Income:

During the period of your employment with the Company, you will devote full time to the work of the company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.

Background Check:

This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

Revision & Increments:

CTC Revision/Increment will be done as per company policy. An employee must be on rolls of the organization and not Serving the notice period on the last date of the cycle to be eligible for the CTC revision/increment.

Probation & Confirmation:

You will be on a probation period for **6 months**. Based on your performance, your service will be confirmed with the company in written. If not confirmed, probation period will stand extended till further notice. During your probation period, your service can be terminated with 30 days' notice by your immediate supervisor and without any reason or whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your service can be terminated on **2 months'** notice on either side.

Notice Period & Termination:

The company or you may at any time terminate this agreement by giving in writing to the other party **2 months** in notice or in lieu thereof a sum equal to the basic of salary which would have accrued to you during the period or remaining period of notice. The notice period buyout option is dependable / variable on circumstances and the decision is at the discretion of the management.

After confirmation of services, either party is entitled to terminate this agreement by a notice of **60 days** in writing or payment of basic salary in lieu thereof. If such termination is by the Company and is without Cause, notice pay will be calculated at the rate of base salary for **60 (Sixty)** days together with the Termination Dues such as any balance of salary advance or loan taken by the Executive, shall be fully recovered from the Executive's salary, at the time of the Executive leaving the services of the Company. by the Executive from the Company or any other dues including Laptop Bonus, Retention Bonus, training costs payable

The Executive hereby agrees that upon termination of this agreement by either of the Company or the Executive, the Executive shall return all the properties belonging to the Company in its possession as per the instructions of the Company. The Executive agrees that failure by her/him to return the property of the Company upon termination shall be deemed to be criminal breach of trust.

The Company may, however, at its sole discretion, opt to relieve the Executive earlier without any liability for payment of any dues for the un-expired period of notice. If the Executive tender's resignation to be effective from a future date, the Company may accept the said resignation with immediate effect or with effect from any date prior to the date specified by the Executive in the aforesaid letter of resignation.

Leaves:

You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the company's Service. Absence for a continuous period of five days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

Health Insurance Scheme:

You would have a health insurance cover to you and your family under the company's Health Insurance Scheme. Sum Insured of **INR 5 Lakhs** (Health Insurance Covering: Employee + Spouse+ 2 Children) This Health Insurance Scheme is subject to revision by the management from time to time.

Provident Fund:

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and you will contribute a certain % of your salary every month towards Provident Fund, as per the provisions of the said Act. You are required to provide your Universal Account Number (UAN), if any, issued by your previous employer or your PF and/or Pension account number with previous employer on the Declaration Form at the time of joining. So as to link your UAN with our PF / Pension account or generate new UAN if not allotted to you earlier.

Law of Governance:

This Agreement shall be governed by and interpreted in accordance with the laws and courts in Bangalore jurisdiction and each party hereby submits to the Courts of Bangalore jurisdiction for any legal dispute in future.

Rules & Regulations:

You will be required to comply with all policies, rules and regulations of the Company which may frame/change from time to time and is at the discretion of the management.

Offer Acceptance:

Please sign the copy of this letter indicating your acceptance to the offer of employment and send it to us at the earliest possible. If we do not hear from you within 2 day from the date of this letter, we shall assume that you do not wish to take up the company's offer of employment and our offer will lapse.

Acknowledgements:

Employee further acknowledges that he/she has carefully read and fully understands the provisions of this agreement, and that he/she is voluntarily entering into it without any duress or pressure from Sigmoid. Employee also understands and acknowledges that this Agreement is the entire agreement between him/her and Sigmoid with respect to this subject matter, and Employee acknowledges that Sigmoid has not made any other statements, promises or commitments of any kind (written or oral) to cause Employee to agree to the terms of this agreement. Termination of employment during this period becomes liable for employee to pay the recovery charges as applicable during the time of release. The company can terminate your contract any time if you commit any material or persistent breach of any of the provisions contained. Be guilty of any default, misconduct or neglect in the discharge of your duties affecting the business of the company.

Name:**Signature:**

Annexure III (Self Declaration)

I am writing to confirm my acceptance of the job offer letter. I HEREBY ACKNOWLEDGE receipt of a copy of the offer letter from Sigmoid, and state that I have had an opportunity to read the Annexures containing company policies and ask any questions that I might have concerning it.

I understand that Sigmoid expects me to relocate to Bangalore by **1 January 2025** and I agree to do the same. My inability to relocate by the said date would be considered a breach of this agreement.

Name:

Signature: