



Offer: Computer Consultancy
Ref: TCSL/CT20224023768/Pune
Date: 21/09/2022

Mr. Anmol Venkati Dhage
Flat No- 502 Wing- C1 Saudagar Garden Society,
Vikas Nagar,
Pune-412101,
Maharashtra.
Tel# 91-8669030427

Dear Anmol Venkati Dhage,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be INR **7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after



completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



4. Personal Allowance

You will be eligible for a monthly personal allowance of INR **17,272/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR **4,300/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR **3,100/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR **400/-** per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR **70,000/-** payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

XPLORER/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto `60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.



OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR **6,000/-** per insured person per annum and basic hospitalization expenses up to INR **2,00,000/-** per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependents will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.



Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

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 TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs if any during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.



2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

3. Probation Period

You will be on probation for three months. Your confirmation will be communicated to you in writing. TCSL reserves the right to terminate your employment without any notice or payment in lieu thereof in case your performance, behaviour and/or conduct during the probation period is found unsatisfactory or the Back Ground Check turns out negative.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you to any of its offices, work sites, or associated or Affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your probation or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.



9. Confidentiality Agreement

As part of your acceptance of this offer as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This confidentiality Clause shall survive the termination or earlier determination of your appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training. This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.



13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

- i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.
- ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.



18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of probation/service without notice.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - If you were employed, a formal Relieving letter & Experience letter from your previous employer



The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.



23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

24. Data Privacy Clause:

- (a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.
- (b) It will be processed for various organizational purposes such as Â recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.
- (c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.
- (d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. Â background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.
- (e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.
- (f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 3 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|--|
| Name | Anmol Venkati Dhage |
| Designation | Systems Engineer |
| Institute Name | Indira College Of Engineering And Management, Pune |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------|-------------|
| 1) Fixed Compensation | | |
| Basic Salary | 15,000 | 1,80,000 |
| Bouquet Of Benefits # | 26,522 | 3,18,264 |
| 2) Performance Pay | | |
| Monthly Performance Pay | 4,300 | 51,600 |
| Performance Bonus* | 3,100 | 37,200 |
| 3) City Allowance | 400 | 4,800 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,800 | 21,600 |
| Gratuity | 721 | 8,658 |
| Total of Annual Components & Retirals | 2,522 | 38,158 |
| Retention Incentive | NA | 70,000 |
| TOTAL GROSS | 51,844 | 7,00,022 |
| Xplore/ Learning Incentive**** | | Upto 60,000 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

| Component Category | Monthly | Annual |
|----------------------------------|---------|----------|
| House Rent Allowance | 7,500 | 90,000 |
| Leave Travel Assistance | 1,250 | 15,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 17,272 | 2,07,264 |
| GROSS BOUQUET OF BENEFITS | 26,522 | 3,18,264 |



Annexure

| | |
|---|--|
| Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007 | Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka |
| BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024 | Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119 |
| DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana | DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP |
| Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam | Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad |
| INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh | KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords |
| KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042 | MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606 |
| NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108, | PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra |
| Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India | |



Annexure

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

- (a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,
- (b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).
- (c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,
- (d) Customer and prospective customer lists, and
- (e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



- (c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/protocols.
- (d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.
- (e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.
- (f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).
- (g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



- (e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.
- (f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

Dec 27, 2022

Dear **Arpit Agarwal**

Congratulations! With reference to your application for job and subsequent interview with us for a career in our organization. We are pleased to inform you that you have been selected for employment in Worldline Global Services Pvt Ltd. (herein referred as "WGS" or "Company") as **Trainee - Engineer** based at **Pune**.

We take this opportunity to thank and appreciate your decision to join WGS. You are requested to share your acceptance to this offer within **3 working days** of receipt and join us on or before **July 5, 2023**.

Kindly ensure a copy of duly accepted resignation letter is shared with us within 3 working days post acceptance of our offer. Your acceptance to the offer would also mean your consent to allowing Worldline Global Services Pvt. Ltd. to process and store your personal information as per applicable statutory and regulatory requirements and we may validate personal information as and when required.

This offer is valid subject to positive reference checks and other verifications carried out by the company. You are requested to complete the submission of requisite documents for background verification check within two business days from the date of joining the company. Your cooperation is solicited in this regard to enable us complete the necessary background checks on time.

Any change in the date of joining needs to be communicated to the concerned recruiter at least one week in advance.

Looking forward to having you aboard soon, so that together we can deliver and achieve our goals..

Please turnover for your compensation structure and benefits in Annexure I & II. For the list of documents to be submitted to the company, refer to Annexure III.

Regards,

For **Worldline Global Services Pvt. Ltd.**

Jose Raj

Senior Vice President and Head – HR India & APAC

NB: Since this is electronically generated letter, this does not require any signature.

Worldline Global Services Pvt. Ltd.

Registered Office:
Raikarshan Tech Park
Tower I, 2nd floor, Phase II,
Sakinaka, Andheri (East),
Mumbai - 400 072. India

T +91 (22) 719 80000
F +91 (22) 719 80111
in.worldline.com
CIN NO: U72900MH2020FTC338074

Annexure I:

| | | | |
|--|--|---|---------------------------|
| | NAME | : | Arpit Agarwal |
| | DESIGNATION | : | Trainee - Engineer |
| | GCM Level | : | 1 |
| | GCM Code | : | AD01 |
| | Expected DOJ | : | 05 July 2023 |
| | Joining Location | : | Pune |
| | Components | | Amount (Rs.) |
| | <u>Monthly Salary</u> | | |
| | Basic (per month) | | 25000 |
| | BOA (per month) | | 20798 |
| | Monthly Gross | | 45798 |
| A | Annual Gross | | 549570 |
| | Provident Fund | | 36000 |
| | Gratuity | | 14430 |
| B | Retirals | | 50430 |
| | Total (A+B) per Annum | | 600000 |
| C | Performance Pay (As per company policy) | | 0 |
| | CTC Per Annum (A+B+C) | | 600000 |
| In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy: | | | |
| <ul style="list-style-type: none"> - You will be eligible for Group Mediclaim, Group Personal Accident Insurance and Group Term Life Insurance as per the prevailing company policy - You will be eligible for a shift allowance if you work in rotating shifts under the 24/7 environment | | | |

- ⊕ Please note the CTC shown is a gross component and will have deductions of Provident Fund & professional tax as per statutory norms.
- ⊕ Company contribution towards PF is 12%.
- ⊕ Fringe Benefit Tax arising out of any of the above components will be deducted as and when applicable.

Annexure II:

UNDERSTANDING OF THE COMPENSATION STRUCTURE & EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

- ❖ Basic Salary
- ❖ Basket of Allowances (Flexi Pay)
- ❖ Retirals & Insurances Benefit
- ❖ Performance Linked Variable Pay (PLVP)

The details for each component falling under these heads are explained as following:

BASIC SALARY:

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

BASKET OF ALLOWANCES (FLEXI PAY):

Post joining the company, flexi declaration is open for employees to declare in the system between the first 10 days of every month.

HOUSE RENT ALLOWANCE (HRA): The HRA is payable maximum Up to 50% of the Basic salary and paid monthly. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.

VOLUNTARY PROVIDENT FUND (VPF): VPF is a retirement benefit and a percentage of the basic salary. It is a voluntary fund contribution from the employee towards his provident fund account. This contribution is beyond the 12% of contribution by an employee towards his PF. The maximum contribution is up to 100% of his Basic Salary.

NATIONAL PENSION SCHEME (NPS): It is 10% of basic salary (PRAN number is mandatory). National Pension Scheme (NPS) is a voluntary contribution retirement savings scheme designed to enable the subscribers to make optimum decisions regarding their future through systematic savings during their working life. This also helps in saving Tax on your earning.

LEAVE TRAVEL ALLOWANCE (LTA): It is One month's basic salary. LTA is a tax exemption that is provided to the employees for travelling. The exemption is restricted to fare cost (with Family) for touring in India. The Leave Travel Allowance is an allowance given by the employers to their employees, which can be utilized when they go for a vacation. This can be claimed once in two years.

FOOD COUPONS: Rs.26,400/- per annum is provided as a benefit (on monthly basis). We provide Sodexo Meal card and is tax-exempt in the hands of the employee. Unlike the other components, the employee doesn't have to submit

any proof for this. Amount will be deducted from Salary any loaded on the cards, same can be used in many outlets and online shopping.

CHILDREN EDUCATION ALLOWANCE: Rs.2,400/- per annum. (1200 * 2 children) is provided as a benefit. The amount for reimbursement of Children Education allowance will be (fixed) per child. Note that the exemption is limited to 2 children. The amount is fixed irrespective of the actual expenses incurred by the employee.

OTHER ALLOWANCES: This will be the balancing amount and / or any amount to be paid on a monthly basis, subject to tax.

RETIRALS & INSURANCES BENEFIT:

EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND:

As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). WGS contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic is remitted to PF authorities towards Employees' Pension Scheme (EPS).

GRATUITY:

As per statutory requirements, it is employer's statutory liability to pay 15 days Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after three years of continuous service.

PERFORMANCE LINKED VARIABLE PAY (PLVP):

The scope of PLVP in your compensation structure will be governed based on your employee group in WGS. For employees joining us in GCM 5 (Global Competency Matrix) & above would have PLVP component in their salary which would be paid twice a year subject to the performance rating received in the preceding performance review period.

HEALTH INSURANCE:

GROUP MEDICLAIM INSURANCE:

You will be eligible for health insurance along with your direct family members Spouse + 2 Dependent Children (3rd Child only in case of twins). The amount varies as per the GCM you are being hired at.

GROUP PERSONAL ACCIDENT INSURANCE:

You are covered under Personal Accident insurance which covers accidental death , Permanent Partial Disability.

GROUP TERM LIFE INSURANCE:

You are covered under Term Life Insurance which covers Accidental / Natural/ Terrorism death.

PARENTAL INSURANCE POLICY:

We provide corporate parental health insurance to employee's dependents i.e. Parents and In-Laws (Father , Mother & In laws). This policy covers Pre -existing diseases , Pre and Post Hospitalization. The employee would pay the premium of parental policy through their salary.

HEALTH CHECK-UP:

Worldline Global Services Pvt. Ltd.

Registered Office:
Raiaskaran Tech Park
Tower I, 2nd floor, Phase II,
Sakinaka, Andheri (East),
Mumbai - 400 072. India

T +91 (22) 719 80000
F +91 (22) 719 80111
in.worldline.com
CIN NO: U72900MH2020FTC338074

You would be eligible for a regular health check as per the policy of the company. Once every year for employees above the age of 35yrs and once in every 2 years for employees below the age of 35 years. This cost would be reimbursed as per policy.

LEAVES:

You would be eligible for 22 Earned Leaves, 6 sick leaves and 12 public holidays in a year. Female employees would be also be eligible for 26 weeks of maternity leaves and male employees would be eligible for Paternity leaves of 5 days for birth or adoption of a child.

INTERNET EXPENSE REIMBURSEMENT:

As we are working in the hybrid model, during this time you will be eligible for a reimbursement of high speed internet services upto INR 800/- every month. All reimbursements are to be claimed on monthly basis and the same would be settled as per policy.

INCREMENTS AND PROMOTIONS:

Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 6 months from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned as per policy of the company.

PROBATION:

You will be on probation for a period of six months from the date of your appointment. On completion of six months, you will be deemed confirmed. However the management reserves the right to extend the period, the same will be communicated to you before your confirmation date. During the probationary period & thereafter the appointment may be terminated by either party giving three months (90 days) notice.

MOBILITY:

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises.

RETIREMENT:

You will retire from service on attaining superannuation at the age of 60 years.

DISCLAIMER:

- Please note that all components mentioned above may or may not be a part of your compensation structure. WGS reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.*
- You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice.*

Annexure III:

List of Documents to be Submitted to WGS on Date of Joining:

| Sr .No | List of documents | No. of Copies |
|---|--|---------------|
| 1 | Educational certificates: a. Post-Graduation (if applicable) – all Semesters b. Graduation – all semesters/years c. 12th Standard or equivalent d. 10th Standard e. Other Professional Qualification Certificates etc.) | 1 each |
| 2 | Residence proof - electricity bill / ration card / passport copy, Register Agreement Copy, Aadhaar card (Aadhaar-Mandatory) | 1 each |
| 3 | Identity proof - PAN card copy, Passport copy, Election Id, Aadhaar card etc., Driving license | 1 each |
| 4 | Passport Size Photographs | 4 copies |
| 5 | Resignation Letter, Relieving letter & Experience Certificate from Last employer, Salary Proofs & PF Passbook etc. | 1 each |
| Please note only after submission of all the above mentioned documents, appointment letter will be issued. | | |



Date: 25th May 2023

To,
Mr. Abhishek Bhosale
A/p-Supane
Tal- Karad
Satara 415114

Dear Mr. Bhosale,

We are happy to offer you an exciting career opportunity with Force Motors Ltd.

Further to the meeting you had with us, we are pleased to inform you that you have been selected as a **Graduate Engineer Trainee (GET)** and the details are given below:

Stipend : Rs. 25,000/- per month
Department : R&D - Engine Design
Location : Akurdi, Pune

You will be on a training for a period of one year from date of your joining.

Kindly revert us with your acceptance latest by tomorrow to proceed the joining formalities.

With reference to the selection you need to undergo Pre-Employment Medical test and share the medical reports to us. Subject to the medical fitness report given by our empanelled Doctor, your candidature will be confirmed for joining.

You are also requested to bring at the time of joining, 5 passport size photographs of yours and copies of certificate in support of your educational qualification, date of birth, etc.

Thanking You,

Yours faithfully,
For FORCE MOTORS LTD.

A handwritten signature in black ink, appearing to read 'Deva Kumar K.'.

Deva Kumar K.
Deputy Divisional Manager - HR

FORCE MOTORS LIMITED

CIN L34102PN1958PLC011172

Regd. Office : Mumbai-Pune Road, Akurdi, PUNE – 411 035, INDIA. Tel. : (+91) 20 2747 63 81
Visit us at : www.forcemotors.com

10th October 2023

To
Anjali Kavare
Kharadi, Pune.
Contact No – 7219628343

OFFER LETTER

Dear Ms. Anjali Kavare

Congratulation!

Further to our discussion & the interview you had with us, we are pleased to offer you the position of 'Design Engineer' office is based at 'Bhosari - Pune'. Your date of joining will be on or before 16th Oct 2023.

Your total compensation will be Rs. 3,00,000/-per annum (Rupees Three Lakhs Only Per Annum), The compensation details are enclosed in Annexure A.

This offer has been made on the information and documents you have furnished to us. However, if there is any discrepancy in the copies of documents or certificates given by you as a proof, we retain the right to review our offer of employment. You will be on probation period for 3 months from joining day, depending on your performance your employment will be confirmed.

Your appointment letter will be issued post you're joining on submitting the following documents:

1. Aadhar Card (mandatory)
2. Pan card (mandatory)
3. Passport or Driving license (optional)
4. All Experience & Relieving Letter/Certificates
5. Last three-month salary slips
6. 4 passport size photographs
7. Residential proof if staying on rental or PG
8. All Qualification Certificates starting from SSC and above
9. Cancelled Cheque (mandatory)

Welcome to Knest Manufacturers LLP. We wish you a long rewarding and fulfilling career and look forward to your joining us.

We request you to please sign below as a token of acceptance of this offer

For Knest Manufacturers LLP



Rajiv Shaw
VP - Human Resources & Legal

Anjali Kavare
Accepted



020 2742 6622



Office Address: Unit Number 802,
Om Chambers, T. 29/31,
Bhosari Industrial Estate,
Telco Road, Next to Toyota
Showroom, Bhosari.
Pune - 411 026



Factory Address: Gat No. 47,
Navlakh Umbre, Talegaon



sales@knestaluform.in
info@knestaluform.in



AAD - 2928

Annexure A

| | | | | | |
|--|----------------------|---------------------|---|--|--|
| Candidate Name | Anjali Kavare | | | | |
| Designation | Design Engineer | | | | |
| Department | Design | | | | |
| Expected Date Of joining (DD-MM-YYYY) | 16-10-2023 | | | | |
| Date of Offer Issuance (DD-MM-YYYY) | 10-10-2023 | | | | |
| Salary Headers | Monthly (Rs.) | Annual (Rs.) | Comments | | |
| Basic | 15,100 | 1,81,200 | - | | |
| HRA | 755 | 9,060 | <i>Derived as percentage of Basic</i> | | |
| Education Allowance | 200 | 2,400 | - | | |
| Conveyance Allowance | 430 | 5,160 | - | | |
| Leave Travel Allowance | 430 | 5,160 | - | | |
| | 16,915 | 2,02,980 | | | |
| Special Allowance | 2,000 | 23,996 | <i>Balancing Component</i> | | |
| Sub-Total A | 18,915 | 2,26,976 | | | |
| Employer's PF Contribution | 1,950 | 23,400 | | | |
| Employers' ESIC Contribution | 635 | 7,625 | <i>Only for employees drawing Gross less than Rs.21000/- p.m. @ 3.25% of Gross Salary</i> | | |
| Sub-Total B | 2,585 | 31,025 | | | |
| Fixed Gross (A+B) | 21,500 | 2,58,000 | | | |
| Variable Pay | - | 42,000 | <i>Performance Based Pay, payable annually.</i> | | |
| Sub-Total C | - | 42,000 | | | |
| Total Compensation (A+B+C) | - | 3,00,000 | | | |
| <i>TDS,PT,MLWF etc. deduction as per statutory norms</i> | | | | | |
| Additional Benefits: | | | | | |
| 1- Accidental Insurance Coverage as per Company Policy | | | | | |
| 2- Hospitalisation Insurance for Self only(Non-ESI category), upto Rs.1 Lac P.A. | | | | | |
| Term & Conditions: | | <i>(dd-mm-yy)</i> | | | |
| This Offer is valid till | | 12-10-23 | | | |
| Copy of resignation from the employer should be submitted by | | 14-10-23 | | | |
| <i>In case the above dates are not adhered to, our offer will lapse, in the absence of any written approval for exception.</i> | | | | | |
| <i>Confidential Document</i> | | | | | |

For Knest Manufacturers LLP



Rajiv Shaw
VP - Human Resources & Legal

Anjali Kavare
Accepted



020 2742 6622



Office Address: Unit Number 802,
Om Chambers, T. 29/31,
Bhosari Industrial Estate,
Telco Road, Next to Toyota
Showroom, Bhosari.
Pune - 411 026



sales@knestaluform.in
info@knestaluform.in



Factory Address: Gat No. 47,
Navlakh Umbre, Talegaon



AAD - 2928

May 28, 2022

Ref: LTI/HR/Banking and Financial Services (B1)/2000505

Raj Pravinbhai Pokar
Flat No 12, Omkar Niwas, Shakti Nagar, Hirawadi
Nashik, Maharashtra, 422003, India

Dear **Raj Pravinbhai Pokar**

Employment Agreement

Subsequent to our discussions and in view of your professional experience and expertise including, but not limited to, academic qualifications and professional background, we are pleased to appoint you as **Senior Software Engineer** with Larsen & Toubro Infotech Limited ("Company"). Outlined below are the terms and conditions of your employment with the Company:

1. APPOINTMENT DATE, JOINING AND DESIGNATION

1.1 You will be appointed as **Senior Software Engineer** in the **Banking and Financial Services (B1) BU** and will be associated with our **Hinjewadi** Office or our proposed SEZ site with effect from **June 20, 2022** ("Appointment Date").

1.2 At the time of joining, as communicated to you by the Company, please report to **Ganesh Kalshetti at:2nd ET, 3RD Floor, Rajiv Gandhi Infotech, Phase-1, Hinjewadi, Maharashtra, 411005, India**

1.3 This employment agreement ("Agreement") shall continue and remain valid and binding on the parties, subject to the terms of this Agreement unless terminated as per the provisions of clause 7 of this Agreement.

1.4 The company reserves the right to make suitable formal or informal background checks through internal or external agencies at its own discretion and you shall be deemed to have consented to do so. These may include your current / previous employment history, educational/professional credentials and other background checks. Subsequent to your joining the company, if any discrepancy with regard to documentation submitted by you with the company vis-a-vis the background verification report received is discovered, your services are liable to be terminated, apart from legal action that may be initiated against you. The company is under no obligation to provide you the copy of the background verification report and the decision of the company will be final. The Company may, at its discretion, even conduct background verification, at any time during your employment with the Company.

2. PLACE OF WORK

2.1 Your place of work will be the office of the Company at **Hinjewadi**. However, you acknowledge that the Company expects you to be flexible in terms of your place of work and the Company may, therefore, with prior written notice modify and transfer your place of work (temporarily or permanently) to require you to work



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from home or any other location / country which the Company considers necessary for you to perform your duties under this Agreement. No consent shall be required to be obtained from you in this regard.

2.2 You may be transferred/deputed/ seconded/ assigned to any other location, department, establishment, branch of the Company or subsidiary, associate or affiliate of the Company, in India or abroad, on account of restructuring, merger, takeover or change in control of the Company or otherwise. In such case you will be governed by the terms and conditions of service applicable to the new country and for the duration of assignment in India, you will comply with the terms and conditions of this Agreement. Such transfer will not deem to constitute a change in conditions of service employment. The transfer of the employment on account of the aforementioned reasons shall be on the same terms and conditions along with full continuity of service and shall not attract any payment or compensation to you by the Company. You hereby expressly agree to such transfer.

2.3 Any rejection or non-acceptance by you shall be deemed to be a breach of the terms & conditions of employment and subject to disciplinary action including but not limited to termination of your employment by the Company.

3. COMPENSATION AND BENEFITS

3.1 In consideration of you rendering the services in accordance with this Agreement, the Company hereby agrees, subject to applicable law and applicable taxes to pay you the remuneration as specified in Annexure A to this Agreement. The monthly base salary will be payable to your bank account as specified to the Company.

3.2 The Company will review your performance on an annual basis. You will be eligible for compensation revision as per company policy in force. Salary revisions will be based on individual, as well as company performance.

3.3 In addition to the salary that may be due to you, you will also be entitled to other employee benefit plans (if any) maintained by the Company, subject to eligibility requirements of such plans. Nothing in this Agreement shall preclude Company from terminating or amending any employee benefit plan from time to time.

3.4 You will not be entitled to any additional compensation in case of loss of office under this Agreement in the event of a merger, restructuring, takeover or change in control of the Company, save for compensation to be provided under applicable law, if any.

3.5 Provident Fund

Based on the provident fund rules and regulations, you will be entitled to join the "Larsen & Toubro Officers and Supervisory Staff Provident Fund" from the Appointment Date.

3.6 Gratuity

You shall be entitled to gratuity as per the Payment of Gratuity Act, 1972 or the Company's gratuity scheme.

3.7 The Company may deduct from your annual salary, or any sum paid to you, an amount of social security/

provident fund contribution and any other sum which the Company may be required to deduct as per the applicable laws



A Larsen & Toubro
Group Company

Registered Office: L&T House, Ballard Estate, Mumbai 400 001, India
www.Lntinfotech.com | E-mail: info@Lntinfotech.com | CIN: L72900MH1996PLC104693



3.8 Medical Benefits

You will be eligible for medical benefits in accordance with the Company's medical scheme as applicable to the employees at your grade.

3.9 All amounts payable by the Company under this Agreement shall be subject to such withholding tax or tax deduction at source, any other taxes, other statutory deductions, if any as may be required under applicable laws. In case the Company is required to deduct tax at source, the same shall be done in accordance with the respective statutes. However, it is your responsibility to meet your tax liabilities in accordance with the applicable laws.

3.10 You shall be required to keep your compensation strictly confidential and should not discuss with anyone nor divulge to anyone in any manner whatsoever, except with the prior consent of the Company.

4. REPRESENTATIONS AND WARRANTIES

You hereby represent and warrant to the Company that the following are true, correct, complete, and not misleading, as on the Appointed Date:

4.1 This Agreement has been duly and validly executed and constitutes your legal, valid and binding obligation, enforceable against you in accordance with the terms of the Agreement.

4.2 You are not bound by any previous agreement in any manner whatsoever from your previous employment that would limit or restrict your scope of ability to work any way for the Company or LTI group of Companies. In the event of you having any obligation binding from your previous employer, you undertake to declare and hold the Company harmless and not responsible thereby releasing the Company from any such dispute related to your previous employment.

4.3 You have not been indicted or convicted nor pleaded guilty for violating any central, state or local laws, regulation or ordinance nor have any criminal charges presently pending before any court of law.

5. CONFLICT OF INTEREST

5.1 During your employment, you will not, directly or indirectly, whether alone or as a partner joint venture, officer, director, employee, consultant, agent, independent contractor or stockholder of any company, business or other commercial enterprise: (i) engage in any business activity similar in nature to any business conducted or planned by the Company, or (ii) compete in any way with products or services being developed, marketed, distributed or otherwise provided by the Company.

5.2 You represent that you have not entered into any previous or contemporaneous agreements which may be in conflict with the terms and conditions of this Agreement, or which would preclude you from fully performing your responsibilities for the Company. You further represent that your performance of all the terms of



A Larsen & Toubro
Group Company

Registered Office: L&T House, Ballard Estate, Mumbai 400 001, India
www.Lntinfotech.com | E-mail: info@Lntinfotech.com | CIN: L72900MH1996PLC104693



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this Agreement and as an employee of Company does not and will not breach any agreement to keep in confidence proprietary information, knowledge or data acquired by you in confidence or in trust prior to your employment with the Company, and you will not disclose to or induce Company to use any confidential or proprietary information or material belonging to any previous employers or others.

5.3 You shall not undertake, whether directly or indirectly any full time or part time employment or operate or manage business of any kind whatsoever, so long as you are in employment with the Company.

5.4 During your employment if you become aware of any potential or actual conflict between your interests and those of the Company, then you shall immediately inform the Company about such conflict. Where the Company is of the opinion that such a conflict does or could exist, it may direct you to take appropriate action(s) to resolve such a conflict, and you shall comply with such instructions.

5.5 During the course of your employment, you shall not, either directly or indirectly, receive or accept for your own benefit or the benefit of any person or entity other than the Company any gratuity, emolument, or payment of any kind from any person having or intending to have any business with the Company.

5.6 You acknowledge that will have access to email, Company assets (desktop, laptop, mobile phones etc.) and other Company infrastructure for which you shall ensure that at all times your use of such facilities meets the ethical and social standards of the workplace. You acknowledge and confirm that you will abide by the corresponding policies relating to access and usage of Company assets. Any breach of such policies will be regarded as material breach of this Agreement and shall be liable for action as per the terms of this Agreement and/or the policies formulated in this regard.

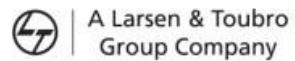
6. ROLES, RESPONSIBILITIES AND OBLIGATIONS

6.1 You shall conform to all the rules and regulations in force from time to time and shall carry out all other lawful orders/instructions/directions of your superiors as are given to you in connection with the day to day discharge of your duties while in employment of the Company.

6.2 You may, during the course of your employment, be given any assignment in connection with the Company's business that the Company, in its subjective judgment feels is suited for you in light of your background, qualifications and/or experience. You will not refuse to carry out any assignment solely on the grounds that it has not been part of your duties during your employment. You will also not be entitled to any additional compensation for carrying out any job which, in the opinion of the Company, is equivalent to the job you have been assigned earlier.

6.3 You shall devote whole of your time, attention, and ability in the utmost good faith, diligence, and best interest of the Company to the highest standards possible and do all in your power to promote, develop and extend the business and policies of the Company. You shall not have any personal association or dealing with the employees, customers, vendors, clients or service providers or any other business affiliates of the Company.

6.4 You will conduct yourself in good standing at all times and abide by the law of the land whether in relation to your employment or otherwise. You shall make a full disclosure of all pending legal proceedings, whether initiated by you or being defended by you and which may be civil, criminal or of any other nature before any court of law, forum, or other authority competent to decide the matter. You shall also be required to render a written statement to this effect. In the event, any complaint or proceeding is initiated against you, whether civil or criminal in nature



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, you will immediately inform the Company of the same and adhere to all the disciplinary procedures as the circumstances may demand.

6.5 You hereby agree to provide all such information about yourself to the Company, as required by the Company, including for, facilitating the performance of the functions by you and for administrative as well as record purposes.

6.6 You hereby agree, at all times, to act in the best interests of the Company and its affiliates. Further, you shall abide by the code of conduct as prescribed by the Company and shall not engage in any unethical behavior.

6.7 You will ensure that you equip yourself with new technology that may be adopted by the Company from time to time. Failure to do so within a reasonable period of the time shall make you liable to have your services terminated.

6.8 You shall not use your personal e-mail account and the internet facilities for exchange of any unauthorized data, confidential information, illegal/unlawful activities, etc. and shall take steps and precautions as may be necessary to preserve and protect any proprietary information of the Company and its associates, from publication, reproduction, communication or other unauthorized disclosure to the third parties and shall use this facilities solely for the official purpose and shall not surf any sites for personal use/information during the office working hours.

7. TERMINATION OF EMPLOYMENT

7.1 Termination of contract by either party

- a) The Agreement can be terminated by either party by giving three months' prior notice in writing to the other party or payment in lieu thereof.
- b) If you leave the Company without serving the notice period, in full or part, you will be required to pay an amount equal to the unserved notice period as "notice pay recovery" which will either be recovered from the salary or deducted from the full & final settlement amount payable to you. However, the Company, at its sole discretion, may waive part or full notice period. In the event you leave the Company without serving the notice

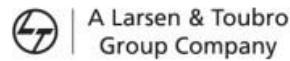
period in full or fail to pay the notice pay recovery amount in full the Company will be entitled to withhold the relieving letter and will not issue the Experience Letter or any other documents as it deems necessary.”

7.2 Termination on account of injury or illness

In the event any injury or accident or illness is caused to you, otherwise than in the course of your duty, you shall be entitled to receive full salary for the 12 months or any shorter period during which such incapacity continues, and if such incapacity continues for longer than 12 consecutive months, the Company shall have the discretion to terminate your employment by 3 months' notice or salary in lieu of such notice and you shall not be entitled to claim any compensation for such termination.

7.3 Termination with cause

The Company shall have the right to terminate this agreement forthwith, without any notice and without any basic salary in lieu of notice period in the event the employee is found guilty of any acts or omissions construed as



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'misconduct' under applicable laws this Agreement and/or Company policies including but not limited to completion of mandatory trainings.

7.4 Suspension:

During the course of a preliminary investigation/ disciplinary inquiry, if deemed fit, the Company reserves the right to place you on suspension subject to pay and benefits as per the applicable law. It is clarified that suspension shall not be construed as a disciplinary action and does not imply that any decision has already been made about the allegations.

7.5 Events following termination

The following events shall occur upon termination or cessation of your employment with the Company:

- (a) You shall deliver to the Company all documents, tools, plans, drawings, materials, computer, external hard drive and other properties of the Company which may be in his possession or under his control, to the person as nominated by the Company and obtain a 'No Objection Certificate' from all the departments of the Company upon which only you will be relieved from the Company and your account will be settled;
- (b) without prejudice to any other right available under applicable law, the Company reserves the right to make reasonable deductions from your final salary payment or any other amount due to you, should you fail to return any property of the Company in your possession, or return it in a damaged state, other than due to normal wear and tear;

(c) all duties of employment (express and implied) will continue during the notice period, including but without limitation, duties of fidelity, good faith and exclusive service. During this period, you may not be employed or engaged in the conduct of any activity for any third party, whether or not of a business nature;

(d) you shall not make any untrue or misleading statements in relation to the Company to any person;

(e) You agree to assist the Company, if required, with respect to any legal proceeding you have been involved with during your employment or which may be instituted by or against the Company in the future for which your assistance may be necessary.

(f) you shall provide all assistance necessary for handover of your duties under this Agreement to any person appointed by the Company in this regard; and

(g) you shall not represent yourself as a representative of the Company or its Affiliates and shall cease to hold any position held as an office-bearer, officer, director, trustee, or member of any internal or any external committees, boards of directors, or other boards, affiliations, as a representative or employee of the Company and shall tender all necessary resignations in this regard.



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(h) You acknowledge and agree that you will not directly or indirectly, in any capacity or manner, make, express, transmit, speak, write, verbalize, or otherwise communicate in any way (or cause, further, assist, solicit, encourage, support or participate in any of the foregoing) any remark, comment, message, information, declaration, communication or other statement of any kind, whether verbal, in writing, electronically transferred (including on social media) or otherwise, that may reasonably be construed to be derogatory or critical of, or negative towards the Company or its business or business relationships or the Company or any of their affiliates, investors, employees, directors, agents, or partners including business partners. You acknowledge and agree that the Company may file and seek appropriate remedies before court of competent jurisdiction, at your risks and cost, for violation of this Clause.

7.6 Once your employment ceases and all your dues, statutory and contractual, as the case may be, are settled as per the Agreement Company policies and applicable law, you will release and discharge the Company from any further employee related dues and waive your right of claim in relation to such dues.

8. HOURS OF WORK AND PAID HOLIDAYS

You will observe the working hours and holidays as followed by the department and location to which you are assigned.

You will be required to work in shifts (including night shifts) as and when required in the project you are assigned.

9. LEAVE

The leaves will be notified to you from time to time and will be as per the Company's policy, as applicable to the office, where you are located.

10. EXCLUSIVITY

10.1 During your employment, you shall not, be engaged, concerned or interested, either directly or indirectly, in any trade or business or occupation or profession or commitment (either for remuneration or otherwise) in any manner whatsoever that:

- a) conflicts with your works schedule, duties and responsibilities towards the Company;
- b) creates a conflict of interest or is incompatible with your employment with the Company;
- c) impairs or has a detrimental effect on your work performance with the Company; and/or
- d) requires you to conduct work or related activities on the Company's premises during the your working hours or using the Company's facilities and/or equipment; and/or
- e) directly or indirectly competes with the business or interest of Company, or is otherwise in violation or conflict with this Agreement.



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11. RETIREMENT AGE

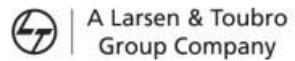
All employees in the Company shall retire on attainment of normal retirement age fixed by the Company, which at present is 58 years. However, the Company, at its sole discretion, may consider granting an extension for a period as decided by the Company subject to you being found medically fit by the medical officer appointed by the Company.

12. CONFIDENTIAL INFORMATION

"Confidential Information" means information (including any and all combinations of individual items of information) that the Company has or will develop, acquire, create, compile, discover or own, that has value in or to the actual or anticipated business of the Company's which is not generally known and which the Company wishes to maintain as confidential. Company Confidential Information includes both information disclosed by the Company to you, and

information developed or learned by you during the course of your employment with the Company. Company Confidential Information also includes all information of which the unauthorized disclosure could be detrimental to the interests of the Company, whether or not such information is identified as Company Confidential Information. By example, and without limitation, Company Confidential Information includes any and all non-public information that relates to the actual or anticipated business and/or products, research or development of the Company, or to the Company's technical data, trade secrets, or know-how, including, but not limited to, research, product plans, or other information regarding the Company's products or services and markets therefor, customer lists and customers (including, but not limited to, customers of the Company on which you called or with which you may become acquainted during the term of my employment), software, developments, inventions, discoveries, ideas, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing, finances, and other business information disclosed by the Company either directly or indirectly in writing, orally or by drawings or inspection of premises, parts, equipment, or other Company property. Notwithstanding the foregoing, Company Confidential Information shall not include any such information which you can establish (i) was publicly known or made generally available prior to the time of disclosure by the Company to you; (ii) becomes publicly known or made generally available after disclosure by the Company to you through no wrongful action or omission by you; or (iii) is in your rightful possession, without confidentiality obligations, at the time of disclosure by the Company as shown by your then-contemporaneous written records; provided that any combination of individual items of information shall not be deemed to be within any of the foregoing exceptions merely because one or more of the individual items are within such exception, unless the combination as a whole is within such exception.

You agree that during and after your employment with the Company, you will hold in the strictest confidence and take all reasonable precautions to prevent any unauthorized use or disclosure of Company Confidential Information. You will not (i) use the Confidential Information for any purpose whatsoever other than for the benefit of the Company in the course of your employment, or (ii) disclose the Confidential Information to any third party without the prior written authorization of CEO, or the Board of Directors of the Company. Prior to disclosure, when compelled by applicable law, you shall provide prior written notice to CEO, and the Board of Directors of the Company (as applicable). You agree that you shall obtain no title to any Confidential Information, and that the Company retains all Confidential Information as the sole property of the Company. You understand that your unauthorized use or disclosure of the Confidential Information during your employment may lead to disciplinary action, up to and including, immediate termination and legal action by the Company. You understand you're your obligations under this



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clause shall continue after termination of your employment. You further agree to undertake that you will not (save as required by applicable law or any governmental authority) make any announcement in connection with the Agreement or the terms contained herein unless the Company has given its consent to such announcement and the contents thereof (which consent may not be unreasonably withheld or delayed and may be given either generally or in a specific case or cases and may be subject to conditions).

13. PERSONAL DATA

By signing this Agreement you acknowledge and agree that the Company is permitted to collect, retain, process and hold your personal data as part of your personnel and other business records and that the Company may use such information for the purposes directly related to your employment such as monitoring performance at work, including monitoring use of the telephone, e-mail and the internet and administering pay and benefits (including pension and any insurance) to which you may be entitled. The Company may also use this information for personnel matters including making decisions about your role in the organization and in relation to disciplinary matters. The Company

will collect, retain and process your sickness records and any medical report provided for the purposes of monitoring sickness, absence and making decisions about this. In addition, the Company may also use your personal information so that it can monitor compliance with the law and best practice, for example in relation to equal opportunities and non-discrimination. Please read the LTI Privacy Notice for employees at the Company website.

You agree that we may disclose such data to third parties in the event that such disclosures are in our view required for the proper administration of your employment and other matters directly related to your employment. This clause applies to information held, used or disclosed in any medium

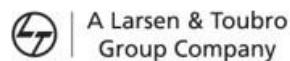
14. NON-SOLICITATION & INTELLECTUAL PROPERTY

14.1 The Company is in the business of providing various services including services in the area of Information Technology. You will acknowledge that:

- a. The Company's services are highly specialized;
- b. The identity and particular needs of the Company's customers are confidential;
- c. Documents and other information regarding Company's services, pricing and costs, as well as information pertaining to Company's customers, including but not limited to identity, location, service requirements and charges to the customers are highly confidential and constitute trade secrets.

14.2 You will therefore agree that:

- a) While you are employed by the Company and for a period of 6 months after this Agreement has been terminated for any reason, regardless of whether the termination is initiated by the Company or yourself, you will not directly or indirectly (i) attempt to or solicit or persuade, any person or corporation which is a customer or client of the Company or its affiliates, to cease doing business with the Company or its affiliates, or reduce the amount of business which the customer or client would normally do in respect of the business; or (ii) at any time induce or attempt to induce any person who is an employee of the Company or of its affiliates to terminate his or her employment with the Company or its affiliates. The foregoing restrictions are considered reasonable by the parties, and necessary for the protection of the legitimate interests of the Company.



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- b) In the event of you becoming party to any proceeding(s) brought by any former employer at any time during or after your employment with the Company, you recognize and agree that you shall have full and sole responsibility of responding to such action or proceeding and that the Company shall have no responsibility to participate in your response to such action or proceeding whether at your own costs or otherwise. You agree that you are not expected, at any time, to disclose, to the Company and/or any member of the Group Companies or its Directors, Officers or agents, the trade secrets or any other confidential information of your

former employer or any other entity.

c) In case of breach or misrepresentation on your part in the above, the Company reserves its right to terminate your services forthwith which will be without prejudice to the right of the Company to be indemnified by you in respect of any litigation/proceedings that the Company or any member of the Company or its group companies may have to face on account of your breach or misrepresentation as above.

Intellectual Property:

14.3 "Intellectual Property" means patents, trademarks, service marks, signs, logos, get up, trade or business names, internet domain names, rights and designs, copyrights (including rights in computer software), data-base rights, semi-topography rights, utility models, rights in know-how and other intellectual property rights, in each case whether registered or unregistered, including applications for registration and all rights or forms of protection having equivalent or similar effect anywhere in the world. You agree that during your employment any invention, patent application, patent utility model application or utility model, design, copyright or other intellectual property made by you during your employment whether alone or with anybody else, shall be owned by the Company and you will specifically assist and co-operate with the Company in assigning/transferring all your interest in the same in favour to the Company and executing all documents, deeds and so on as may be required by law to effect such assignment/transfer in favour of the Company. You agree that you will promptly inform the Company about any intellectual property you make or are involved in making.

14.4 You expressly agree that the consideration under this Agreement is adequate for the restrictions set out in this clause and although you and the Company consider the restrictions contained in this clause to be reasonable for the protection of the legitimate business interest of the Company, the Company's intellectual property rights, goodwill of the Company, commercial secrets, operations, levels of competition and reputation, if a final judicial determination is made by a court or any other authority of competent jurisdiction that the time or territory or any other restriction contained in this Agreement is an unenforceable restriction against you, the provisions of this Agreement shall not be rendered void but shall be deemed amended to apply as to such maximum time and territory and to such maximum extent as such court or authority may judicially determine or indicate to be enforceable. Alternatively, if any court or authority of competent jurisdiction finds that any restriction contained in this Agreement is unenforceable, and such restriction cannot be amended so as to make it enforceable, such finding shall not affect the enforceability of any of the other restrictions contained herein.

15. GOVERNING LAW AND DISPUTES

The Agreement shall be construed and governed in accordance with applicable laws of India. Any disputes between yourself and the Company concerning with or relating to or arising out of this Agreement shall be subject to the jurisdiction of and be determined by a court of competent jurisdiction in Greater Mumbai only.



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16. GENERAL

16.1 Company Policies. You will be governed by all rules, regulations and policies of the Company and procedures including the employee Code of Conduct of the Company. The Company may formulate/ amend from time to time, policies on leave, working hours, exit, anti-sexual harassment, disciplinary issues, equal opportunity, code of conduct, employee benefits, and privacy amongst others, which shall form an integral part of the terms of your employment.

16.2 You must familiarize yourself with the Company policies all of which govern your employment with the Company in addition to the terms and conditions of this Agreement and you agree to be bound by them from time to time. Company reserves the right to change existing policies and procedures or introduce new ones from time to time. Any failure to comply with the policies of the Company will be a material breach of the employment obligations by you.

16.3 Passport. You are required to possess a valid passport. In case you do not already have one, you are required to obtain this, at your own time and expense, and intimate the same to GO HR at your location, within three months of joining.

16.4 Disciplinary procedures or any other applicable procedures in the circumstances may be implemented for failure to comply with the applicable laws, this agreement, and Company's policies and procedures up to and including dismissal.

16.5 You understand and agree that you will not involve/make the Company and/or any member of the LTI Group of Companies, as a party or otherwise, into any disputes/court proceedings/investigations/allegations arising out of or related to any matter which is personal to you. You also agree and undertake to keep the Company and/or any member of LTI Group of Companies indemnified at all times, should the Company and/or any member of LTI Group of Companies suffer or incur any damages and expenses whatsoever in this regard.

16.6 Entire Agreement. This Agreement, together with the annexures, contains the entire agreement and understanding between the parties hereto and supersedes any prior or contemporaneous written or oral agreements, including any prior versions of this Agreement or any other employment agreement or offer letter. You understand that any prior agreements or representations, whether written or oral, are expressly disclaimed. No waiver, alteration, or modification of any of the provisions of this Agreement will be binding unless in writing and signed by duly authorized representatives of the parties. Company reserves the right to revise its policies and procedures as it deems necessary or appropriate in its sole discretion.

16.7 Severability. The unenforceability, illegality, or inapplicability of any one or more phrases and/or provisions of this Agreement and its appendices shall not affect the remaining provisions of this Agreement and its appendices or any part hereof and thereof.

16.8 Acknowledgment.

You acknowledge that you have had the opportunity to discuss this matter with and obtain advice from your legal counsel, have had sufficient time to, and have carefully read and fully understand the provisions of this Agreement and its appendices, and is knowingly and voluntarily entering into this Agreement and its appendices.

16.9 Survival. The termination of this Agreement (howsoever caused) shall not operate to affect clauses 7.5 (events following termination), 12 (confidential information), 13 (personal data), 14 (non-solicitation and intellectual property), and 15(disputes) of this Agreement which shall operate and have effect thereafter.



16.10 In accordance with the standard practice of the company, we request you to treat the terms of this employment as confidential. This letter has to be safely and securely maintained.

16.11 You acknowledge and provide your consent for collection, usage, storage, disclosure, transfer (whether in India or abroad) and handling of personal information including Sensitive Personal Data or Information ("SPDI") by the Company in connection with your employment and for the purposes of your administering your employment in accordance with applicable laws and policies formulated by the Company. Your further acknowledge and provide your consent to the Company (a) to share SPDI about you and/or your dependents (wherever applicable) provided to the Company, with third parties for purposes deemed appropriate by the Company from time to time; (b) to share information about you with affiliates of the Company for administrative purposes/audit and with clients/prospects in relation to any staff augmentation requirements; and (c) to treat any personal data to which you have access in the course of your employment strictly in accordance with Company policies formulated in this regard and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you. You further acknowledge and consent for use of your personal images and voices in marketing material, videos, etc; and confirm that you have read and understood the Company's Privacy Policy in relation to the collection, processing, use, storage and transfer of SPDI and you agree to the terms thereof.

17. You are required to join on or before **June 20, 2022**. If you do not join by this date, this offer stands withdrawn - unless the Date of Joining is extended, and communicated to you in writing.

- i. You are required to bring the following documents, with a photocopy of each, at the time of joining. Proof of age
- ii. Educational certificates including mark sheets;
- iii. Relieving certificate, or service certificate from your present employer (without which you are not allowed to join us) and other experience certificates;
- iv. Last 3 months salary slip.
- v. Copy of passport (First & Last Page) & driving license
- vi. Two copies of your recent passport size photograph.
- vii. Your last Employer's Provident Fund Code Number, P.F. Account Number and Employee's Pension Fund Account Number.
- viii. Provisional Form 16 for the current year.

This Agreement is being issued in duplicate. Please return one copy duly signed immediately, as confirmation of your acceptance of the above terms and conditions.

Yours faithfully,
For **Larsen & Toubro Infotech Ltd. (LTI)**



Let's Solve

Rajeev Yadav

Rajeev Yadav
Senior Director - Talent Acquisition

I have read and understood the terms and conditions of this Agreement in a clear and coherent manner. I have had the opportunity of obtaining a legal advise in connection with this Agreement and basis such advise I have made a well informed decision to enter into this Agreement.

Signature and Date
Raj Pravinbhai Pokar

Date of Joining



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Let's Solve

ANNEXURE A

| Name: Raj Pravinbhai Pokar | Date | : May 28, 2022 |
|-----------------------------------|-----------|----------------|
| Grade:P2 | Location | : Hinjewadi |
| Components | INR (p.a) | INR (p.m) |
| Basic | | 31565 |
| Bouquet of Benefits (BoB) | | 73653 |
| Bonus | | 0 |
| A. Base Salary | 1262637 | |
| Annual Incentive | 63131 | |
| B. Total Variable | 63131 | |
| C. Total Target Cash (TTC) - A+B | 1325768 | |
| Provident Fund (PF) | | 3787 |
| Gratuity | | 1518 |
| Mediclaim Insurance Premium | 10556 | |
| D. Retirals & Other Benefits | 74,216.00 | |
| Cost To Company (CTC) - C+D | 1400000 | |



Bonus:

Bonus amount is inclusive of bonus payable, if any, under the Payment of Bonus Act (1965), including any amendments thereto.

Annual Incentive:

For the payout please refer Annual Incentive Policy. Annual Incentive amount is inclusive of bonus payable, if any, under the Payment of Bonus Act (1965), including any amendments thereto.

Medical Insurance:

For details refer to Medical Benefits Scheme available on HR Policies portal.

Group Term Life Insurance (GTLI):

There shall be a deduction of GTLI premium from your monthly salary to cover you under this Program. In case you choose to opt out of this Insurance program, you shall voluntarily do so in December every year.

Notes:

- PF and leave encashment will be calculated based on Basic, as per the rules.
 - The PF amount shown is Employer's contribution. An equal amount will be deducted as Employee's contribution.
 - Gratuity and NPS will be calculated using the Basic, as per the rules.
 - Employees on overseas deputation will be paid allowances as per Overseas Deputation Note/ Allowance Revision Letter
-
- You are required to declare your options under Bouquet of Benefits (BoB) in the SSC Portal. The guidelines relating to Bouquet of Benefits (BoB) are available on HR Policies portal.
-
- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.
-
- Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.
-
- In the event that the compensation package requires restructuring in order to comply with the proposed Code on Social Security, 2020, your compensation will be restructured in a manner that will be cost neutral for the Company.



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500032, Telangana, India

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May 18, 2023

Ms. Vanshika Ajay Pardeshi

**Ground Floor, Shree Shambhu Building, Samta Nagar, New Sangvi,
Pune, 411027
India**

Subject: Offer of Employment

Dear Vanshika Ajay Pardeshi:

On behalf of **Deloitte Support Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst - Technology** based in **Hyderabad**.

In accordance with the level mapping, your position with the Employer as **Analyst - Technology** is closely aligned with the position of **Career Level 3** of the Employer. This title alignment is provided for informational purposes only and does not create any additional benefit, entitlement or obligation with regard to your employment with the Employer.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **June 19, 2023**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 400,008/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 10,000/-** subject to your reporting for full-time employment on **June 19, 2023**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **June 19, 2023**, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within pre-defined boundary if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:00 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Gurugram and Bengaluru.

This letter and **Deloitte Support Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Vanshika, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

For Deloitte Support Services India Private Limited

Best regards,

DocuSigned by:

Pooja Madnani
63848E76D79643C...
By: _____
Signature

Authorized Signatory

Acceptance

I, **Vanshika**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

DocuSigned by:

Vanshika
F5187BD617504C3...
Signature

May 20, 2023

Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.05.18 08:47:21 -07:00

Annexure A**Ms. Vanshika Ajay Pardeshi****Analyst - Technology**

| Description | Monthly (Rs. per month) | Annual (Rs. per Annum) |
|--|--|-----------------------------------|
| Basic Pay | 11,700 | 140,400 |
| House Rent Allowance (HRA) | 5,850 | 70,200 |
| Special Allowance ^{1a & 1b} | 10,614 | 127,368 |
| Leave Travel Allowance ² | 1,170 | 14,040 |
| Meal Card ³ | 2,200 | 26,400 |
| Employer's contribution to PF | 1,800 | 21,600 |
| Total Salary (in Rs.) | 33,334 | 400,008 |
| Variable Bonus* | You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business | |
| Medical Insurance Premium ⁴ | 3,014 | 36,167 |

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from 0-10% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time. All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....



Vanshika Ajay Pardeshi

Hyderabad

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by **Deloitte Support Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office **Floor No 15, Deloitte Tower - 1, Survey No 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India** (the "Employer") as **Analyst - Technology** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. Defined Terms. The italicized terms in this agreement (the "Employment Agreement") are defined in **Exhibit A** hereto.

2 . Pre-existing Agreements or Arrangements. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. If further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of *Employment* or my becoming, and serving as, **Analyst** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency's decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of Proceedings. Except as provided by law and except as I have disclosed in writing on **Exhibit C** to this Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

4. Confidentiality. I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized Signatory*, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity*.

5. Third Party Information and Property. I agree that during my *Employment*, I shall not use or disclose any confidential information or intellectual property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.

6. Authorization. Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.

7. Competing Activities and Conflict of Interest. During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial

interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.

8. Authorization to Access Systems and Electronic Communications and use of Deloitte Property. I understand that while employed with a *Deloitte Entity*, I will use and have access to the Systems. I also acknowledge that a *Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's* *Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the *Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. Security. I am provided with a workable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. Ownership of Works.

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. Pre-existing Creations; Personal Creations. My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B**, and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.

12. Post- Employment Restrictions re: Clients. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence- related requirement of a regulatory body. Accordingly, during the period of my *Employment* and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a *Deloitte Entity* with which I had personal contact and provided services during the two-year period prior to termination of my *Employment*.

13. Exceptions to Post- Employment Restrictions re: Clients. I understand that the obligations of Paragraph 12 will not apply for a period of three (3) years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.

14. Future Employment with Clients. Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte Entities* or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. Restrictions re: Personnel and Contractors. I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring or of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention, would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated; (b) participate in the hiring or admission of any *Personnel*; or (c) cause a contractor of a *Deloitte Entity* to cease providing

services to, with, or on behalf of the *Deloitte Entity*.

16. Post- Employment Restrictions re: Deloitte Property. Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d) I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a *Deloitte Entity* to remove such *Deloitte Property*.

OTHER POST- EMPLOYMENT OBLIGATIONS

17. Transition of Work and Cooperation. Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licensee of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.

18. Notification of Post- Employment Obligations. I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.

19. Certification. I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15 and 16 of this Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. . Equitable Relief and Attorney's Fees. I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 9, 10, 12, 14, 15 or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15, to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.

21. Liquidated Damages: Client Fees. I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

22. . Liquidated Damages: Compensation. I agree that the precise amount of damages flowing from a breach under Paragraph 15 would be impracticable or extremely difficult to ascertain in an actual amount. Therefore, I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by or owed to any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.

23. Right of Inspection. I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. Governing Law; Choice of Forum. This Employment Agreement is deemed to have been executed in the Employer's office in **Hyderabad, Telangana, India** and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. Modifications. My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.

26. Severability. Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.

27. Blue-Penciling. If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefore another provision that is legal and enforceable and that achieves the same objective.

28. Waiver. None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.

29. Entire Agreement. This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.

30. Transfer and Assignment. Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 7, 8, 9, 10, 11, 12, 14, 15, 16, 17, 18, 19 and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.

31. Headings. The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Support Services India Private Limited

DocuSigned by:

Poya Madnani
63848E76D79643C...

Pooja Madnani

Talent

Authorized Signatory

Effective as of **June 19, 2023**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

DocuSigned by:



F5187BD617504C3...

Signature

Vanshika Ajay Pardeshi

Name



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.05.18 08:47:21 -07:00

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information (*PII*) or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the “*Deloitte U.S. Firms*”), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited (“DTTL”) or any member firm of DTTL or affiliate thereof (collectively, the “*DTTL Member Firms*”) or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term “control” (including the terms “controlled by” and “under common control with”) means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information*, *Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte India (Offices of the US) - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in *Intellectual Property*.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property or Personnel* (during work hours), facilities, *Confidential Information* or *Works of a Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a *Deloitte Entity*, and (3) it does not result from any work performed by me and the *Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity*.

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any *Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United States Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my *Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B**Pre-existing Creations; Pre-existing Agreements or Arrangements**

I understand and agree that the Employer makes no attempt to verify my claim of ownership to any of the *Pre-existing Creations* listed, and makes no admission that any *Pre-existing Creations* listed are owned by me.

[If yes, please enter details below]

Yes, I do have *Pre-existing Creations, Pre-existing Agreements or Arrangements*

No, I do not have *Pre-existing Creations, Pre-existing Agreements or Arrangements*

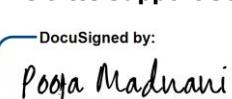
| Title | Date | Brief Description |
|--------------|-------------|--------------------------|
|--------------|-------------|--------------------------|

DocuSigned by:

 F5187BD617504C3...
 Signature _____ Date May 20, 2023

Vanshika Ajay Pardeshi
 Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Support Services India Private Limited

DocuSigned by:

 63848E76D79643C...

Pooja Madnani
Talent

Its: Authorized Signatory _____ Date May 18, 2023



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
 Sealed Time: 2023.05.18 08:47:21 -07:00

An *Authorized Signatory's* signature is required only if *Pre-existing Creations* or *Pre-existing Agreements or Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that *Pre-existing Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the Intellectual Property of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements or Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements or Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

EXHIBIT C

Proceedings

[none, unless otherwise specified]

Yes, I do have *Proceedings* to report

X No, I do not have *Proceedings* to report

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

DocuSigned by:



F5187BD617504C3...

Signature

Vanshika Ajay Pardeshi

Name

May 20, 2023

Date

EXHIBIT D

Exceptions to Post-Employment Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Yes, I do have
Post-Employment Restrictions
re: Clients

No, I do not have
Post-Employment Restrictions
re: Clients

| <u>Name of Client</u> | <u>Specified Kind of Services(s) Permitted</u> |
|-----------------------|--|
|-----------------------|--|

ACCEPTED AND AGREED TO:

Deloitte Support Services India Private Limited

DocuSigned by:

Pooja Madnani
63848E76D79643C...

Pooja Madnani

Talent

Its: Authorized Signatory

May 18, 2023

Date

I have read and understood the above policy terms.

DocuSigned by:

Vardeshi
F5187BD617504C3...

Signature

vanshika Ajay Pardeshi

May 20, 2023

Name

Date



Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.05.18 08:47:22 -07:00

An *Authorized Signatory*'s signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Support Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT ("Employment Agreement")

You will be expected to sign the Employer's Employment Agreement. Please contact Talent for further details.

3. HARRASSMENT POLICY

Administrative Policy Release ("APR") 213 is the Employer's policy prohibiting harassment. Deloitte LLP's subsidiaries located in India ("Deloitte India (Offices of the US)") are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in

accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining Deloitte U.S. India.

4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer's policies.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte India (Offices of the US) is 60 years. Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a Deloitte Entity or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/ employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

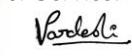
- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.

- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloitte.net.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel.
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors.
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.
- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and Deloitte India (Offices of the US)'s other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e.

<https://deloitte.net.deloitte.com/Pages/Home.aspx> for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **June 19, 2023**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions
of Employment by:


F5187BD617504C3...

Signature

Vanshika Ajay Pardeshi

Name



May 18, 2023

Ms. Vanshika Ajay Pardeshi

Ground Floor, Shree Shambhu Building, Samta Nagar,

New Sangvi,

Pune, 411027

India

Training Agreement

Dear Vanshika:

On behalf of **Deloitte Support Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Analyst** pursuant to the terms and conditions of your offer letter dated **June 19, 2023**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company.

As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company.

As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed. We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,
For **Deloitte Support Services India Private Limited**

DocuSigned by:


Poya Madnani

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By:

Signature

Authorized Signatory



Offer: Computer Consultancy

Ref: TCSL/DT20218487032/Hyderabad

Date: 21/11/2021

Mr. Nikhil Shantaram Wani
R.L.Colony, Near Datta TemplePimplala,
Siddhivinayak Residencies,
Jalgaon-425001,
Maharashtra.
Tel# -

Dear Nikhil Shantaram Wani,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **`1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **`7,950/-** per month.

TCS Confidential

TCSL/DT20218487032

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be `3,180/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of `0/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of `500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of `1,500/. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.



This Pay shall be treated as productivity bonus in lieu of statutory profit bonus.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to `6,000/- per insured person per annum and basic hospitalization expenses up to `2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependents will be entitled for `12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year



from the date of joining TCSL. A nominal annual membership fee of `250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

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 TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 50% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Training Period

You will be required to undergo class room and on the job training in the first twelve



months (including the TCS Xperience Program as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training program, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

3. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

4. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

5. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

6. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

7. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.



8. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

9. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL `50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period mentioned below.



This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions of employment are specific to your employment in India and there can be changes to the said terms and conditions in case of deputation on international assignments during the course of your employment.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum



qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

24. Data Privacy Clause:

- (a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.
- (b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.
- (c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.
- (d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.
- (e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.
- (f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xperience Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|--|
| Name | Nikhil Shantaram Wani |
| Designation | Graduate Trainee |
| Institute Name | G.H. Raisoni Institute Of Information Technology |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------|----------|
| 1) Fixed Compensation | | |
| Basic Salary | 7,950 | 95,400 |
| Bouquet Of Benefits # | 4,343 | 52,110 |
| 2) Performance Pay | | |
| Monthly Performance Pay | 1,500 | 18,000 |
| 3) Annual Components/Retirals | | |
| Health Insurance*** | NA | 4,000 |
| Provident Fund | 954 | 11,448 |
| Gratuity | 382 | 4,589 |
| ESI Contribution## | | 5,379 |
| Total of Annual Components & Retirals | 1,336 | 20,037 |
| TOTAL GROSS | 15,129 | 1,90,926 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

##Contribution towards Employees' State Insurance borne by TCS.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

| Component Category | Monthly | Annual |
|----------------------------------|---------|--------|
| House Rent Allowance | 3,180 | 38,160 |
| Leave Travel Assistance | 663 | 7,950 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 0 | 0 |
| GROSS BOUQUET OF BENEFITS | 4,343 | 52,110 |



Annexure

| | |
|---|--|
| Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007 | Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka |
| BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024 | Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119 |
| DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana | DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP |
| Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam | Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad |
| INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh | KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords |
| KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042 | MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606 |
| NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108, | PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra |
| Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India | |



Annexure

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

- (a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,
- (b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).
- (c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,
- (d) Customer and prospective customer lists, and
- (e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

- (a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.
- (b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



- (c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/protocols.
- (d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.
- (e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.
- (f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).
- (g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



- (e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.
- (f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

DATE: 03-04-2023

Subject – Offer Letter for Jr. Software Developer (Java)

Dear Mr Bhavesh Khandelwal,

With reference to your application for employment, and interview recently conducted on 31 March 2023, we have great pleasure to offer you the position of **Jr. Software Developer(Java)** in our Company at Goa remotely working w.e.f. **11-04-2023** on the following terms & conditions:-

1. You will receive an annual pay package of Rs. **4,20,000/- (Rupees Four Lakhs Twenty thousand only)**, on CTC basis, the details of which are enclosed in the Annexure.
2. You will be entitled to Provident Fund and ESIC benefits as applicable.
3. You will be on probation for a period of six months. During the probation period, either party may terminate the employment any time with 1 months' notice or pay in lieu thereof.
4. Upon confirmation, three months' notice or pay in lieu thereof shall be required to be given on either side to terminate this appointment.
5. You will be issued appointment letter after 2 weeks of joining which will include all the detailed rules and regulations of the company.
6. On acceptance of the letter of appointment you will be required to execute Non-Disclosure Agreement.
7. This offer letter is being issued to you based on the information furnished by you. However, if there is a discrepancy found through examination of the copies of the documents / certificates given by you as a proof in support of the above, or any other credible information from any other credible source, InBetween reserves the right to revoke the offer and your appointment without serving any notice.
8. Kindly accept the offer within 7 days of receipt, otherwise the offer stands revoked.

We look forward to having you in our organization and hope that our association will be mutually beneficial.



Digitally signed by
Niveditha Praveen
Date: 2023.04.04
18:35:44 +05'30'

Niveditha Praveen
Director

Acceptance of the Candidate

ANNEXURE A

| Particulars | % | Monthly payment | Yearly payment | Total yearly Salary |
|------------------------------|--------|-----------------|----------------|---------------------|
| Basic | 40.79% | 13,480 | | 1,61,760 |
| VDA | 7.96% | 2,630 | | 31,560 |
| HRA | 19.52% | 6,450 | | 77,400 |
| Car Allowance | 0.00% | - | | - |
| Books & Periodical Allowance | 3.18% | 1,050 | | 12,600 |
| Meal Allowance | 6.66% | 2,200 | | 26,400 |
| Mobile Allowance | 2.87% | 950 | | 11,400 |
| Children Education Allowance | 0.61% | 200 | | 2,400 |
| Bonus/Performance Incentives | 4.54% | 1,500 | | 18,000 |
| LTA | 4.24% | 1,400 | | 16,800 |
| Other Allowance | 4.66% | 1,540 | | 18,480 |
| Other Variable pay | 4.99% | 1,650 | | 19,800 |
| Add: Gift Voucher | | - | | - |
| | | 33,050 | - | 3,96,600 |
| PF (Employer's Contribution) | | | | 23,400 |
| TOTAL CTC | | | | 4,20,000 |

Other benefits would include

- a) Group Medical Insurance
- b) Group Personal Accident Insurance
- c) Recipient to InBetween Loyalty Program after completion of 3 years in service
- d) Flexible Working

CONSULTING SERVICES AGREEMENT

This Work Sheet forms part of and is subject to the terms and conditions agreed between **Sokrati Technologies Pvt. Ltd** and **Akanksha Srivastava** attached to this Work Sheet. All defined terms used in this Work Sheet have the meaning specified in this Work Sheet and clauses 1 to 13 of the terms and conditions.

| | |
|--------------------------------|---|
| Start Date | 27 th June'23 |
| Period | Start date: 27 th June'23 End date: 27 th December'23 |
| Description of Services | Company appoints You, and You shall provide Company the following services during the Term in accordance with the provisions of this Agreement (the “Services”): Consultant (Associate Business Analyst) The parties may agree further services from time to time in accordance with the Agreement. |
| Fees | <ul style="list-style-type: none"> • You will be entitled to a service fee of INR 11,000 per month. • The fees include all taxes, duties, levies etc. (excluding GST) and your expenses in performing the Services. All fee payables are subject to applicable withholding taxes as per applicable law. |

Signed for and on behalf **Sokrati Technologies Pvt Ltd**

Signature

Neha Asthana

Name

Director - Talent Acquisition

Title

03rd April' 23

Date

Signature

Akanksha Srivastava

Name

Consultant (Associate Business Analyst)

Title

03rd April' 23

Date

Sokrati Technologies Pvt. Ltd

S.no. 35/2/1/3 & 4, Deep Complex, 3rd floor, Above Renault Showroom, Pune- Bangalore Highway, Baner, Pune – 411045

Website: www.merkleinc.com/in/, Board Line – (020) – 66250000, CIN: U72200PN2009PTC145012

CONSULTING SERVICES AGREEMENT

1 Parties The parties are: (a) Sokrati Technologies Pvt. Ltd. a company incorporated under Companies Act, 1956 having its registered office at Deep Complex, 3rd floor, Above Renault Showroom, Pune- Bangalore Highway, Baner, Pune – 411045 ("Company"); and

(b) Akanksha Srivastava D/O Jaiprakashlal Badalulal Srivastava, Age: 29, residing at Flat no. 104, sai prasad building, plot no. 236, Kansai Section, Near Amp Gate, Ambarnath, Thane, Maharashtra - 421501 PAN No: GHMPD4316C which expression shall include your successors, permitted assigns, receivers and heirs.

2 Term

This Agreement shall be deemed to have commenced on the Start Date specified in the Work Sheet and shall continue in force for the Period as provided in the Work Sheet or until terminated by either party in accordance with the terms of this Agreement ("Term").

3 Services

3.1 You shall provide the services ("Services") set out in the Work Sheet(s) and any attached schedules ("Work Sheet(s)"). Each Work Sheet signed by both parties and these terms and conditions including any schedules attached to these terms and conditions shall form a separate agreement ("Agreement") between Company and You. Each Agreement may be terminated separately in accordance with clauses 9 or 13.1. In the event of any inconsistency between any Work Sheet and these terms and conditions, these terms and conditions shall prevail to the extent of any inconsistency.

3.2 You shall provide Company the Services throughout the Term: (a) to the best of Your ability using all reasonable skill and care; (b) in accordance with first class industry standards; (c) in compliance with all the applicable laws and Company's Code of Conduct; and (d) in compliance with these terms and conditions and the timescales and specifications in any Work Sheet.

4 Fees, Expenses and Payment

4.1 In return for the satisfactory provision of the Services (as determined by Company), Company shall pay You the fees set out in the Work Sheet ("Fee").

4.2 You shall be responsible for your expenses in providing the Services unless otherwise agreed in writing with Company in any Work Sheet. If Company agrees to pay any expenses, such payment shall be subject to (a) Company's general expense policy as generally applicable to its employees and (b) You producing written evidence of receipts for each expense item.

4.3 You shall issue proper and correct invoices as per Company's satisfaction and upon the completion of the Services or at the end of each calendar month, unless specified otherwise in the applicable Work Sheet. Company shall pay all invoices within 30 working days of receipt. Company shall deduct tax at source in accordance with applicable laws and any other taxes, duties and levies before making any payments to You.

5 Work-make-for-Hire and Assignment of Works

- 5.1 All the proposals, literary work, artwork, copy, models, designs, photographs, software and all other material and work developed and/or created and/or conceptualized and/or provided by You under this Agreement and under all the Work Sheets including Data to Company and/or any Company's affiliate ("Works") is commissioned by Company to You under work-for-hire principle and shall be owned by Company and Company shall be the first owner and author of the Works to Your complete exclusion. To the extent Company is not treated as the author or first owner of the Works, You hereby assign to Company with full title guarantee by way of present and future assignment all of Your right, title and interest throughout the world in all intellectual property rights, including without limitation, trade mark, copyright and design rights, howsoever arising and in whatever media, whether or not registered and whether existing now or in the future ("IPR") in the Works completely free from any encumbrances, for the full period of such IPR. You shall waive all moral rights in the Works. This assignment shall include the right for Company to sue for past infringements. Such assignment shall occur for all Works as soon as the Works are developed, created, conceptualized or provided to Company. You shall do all such things and sign all such documents as are necessary to assign the Works to Company at Your own expense.
- 5.2 Where You use any IPR of third parties ("Third Party IPR") in fulfilling Your obligations pursuant to this Agreement, You shall use all reasonable endeavours to obtain an assignment of the Third Party IPR under the same terms as the assignment granted by You pursuant to clause 5.1. If despite using all reasonable endeavours You are unable to obtain such an assignment, You shall obtain for Company a perpetual, non-exclusive, non-sub-licensable, royalty-free, world-wide licence to use and reproduce the Third Party IPR. The assignment or licence shall have effect on the provision of the Third Party IPR to Company. You shall do all such things and sign all such documents as are necessary to effect such assignment or licence at Your expense.

6 Warranties

- 6.1 Each party to this Agreement represents and warrants to the other that it has, and shall retain throughout the Term, all right, title and authority to enter into, and perform all of its obligations under, this Agreement and to grant any licences expressed to be granted pursuant to this Agreement.
- 6.2 You represent, warrant and undertake throughout the Term that: (a) You comply with, and shall continue to comply with, all applicable laws and regulations as may be applicable to the Services; and (b) the Works are owned by You and shall not infringe any IPR, constitute a misrepresentation, cause injury to or invade the privacy of any third party, constitute a misuse of any confidential information of a third party or be defamatory, abusive or offensive, or be in any way contrary to applicable law; and (c) You have the right to licence the Third Party IPR and that the Third Party IPR shall not infringe any IPR, constitute a misrepresentation, cause injury to or invade the privacy of any third party, constitute a misuse of any confidential information of a third party or be defamatory, abusive or offensive or otherwise contrary to applicable law.

7 Indemnities

- 7.1 You shall indemnify Company and Company's affiliates (and their respective employees, directors and agents) against any liability, damage, expense, claim or cost (including reasonable legal fees and costs) suffered by Company and/or Company's affiliates arising from any: (a) breach of warranty in clause 6; (b) breach of clause 11 (Confidentiality) and/or clause 12 (Data Protection) or (c) act or omission by You in relation to any contract of employment (including, without prejudice to the generality of the foregoing, the termination thereof) or applicable employment legislation, rules or guidelines or any of

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Your duties or liabilities in relation to any matter whatsoever (whether arising before, during or after the Term).

8 Limitation of Liability

- 8.1 Nothing in this Agreement shall exclude or limit liability for death or personal injury resulting from the negligence of either party or their servants, agents or employees.
- 8.2 With the exception of: (a) clause 8.1; (b) Company's obligations to pay You under clause 4; and (c) the indemnities in clause 7, the liability of either party in contract, tort, negligence, pre-contract or other representations or otherwise arising out of this Agreement or the performance of its obligations under this Agreement shall be limited in aggregate to the total amount payable under the Agreement as specified in the applicable Work Sheet.
- 8.3 Neither party shall be liable in contract, tort (including negligence), pre-contract or other representations (other than fraudulent or negligent misrepresentations) or otherwise under this Agreement for: (a) any economic losses (including loss of revenues, profits, contracts, business or anticipated savings); or (b) any special, indirect or consequential losses; whether or not such losses were known to the parties at the commencement of this Agreement.

9 Termination

- 9.1 Either party may terminate this Agreement immediately by notice in writing to the other if the other party: (a) is in material breach of the Agreement and, in the case of a breach capable of remedy, fails to remedy the breach within 30 days of receipt of written notice giving full details of the breach and of the steps required to remedy it.
- 9.2 Either party may terminate this Agreement without cause on at least 30 days' prior written notice to You provided that Company shall pay You for any work that has been satisfactorily carried out under the Agreement by You up to the date of termination, in accordance with clause 4.
- 9.3 Company may terminate this Agreement immediately in the event You breach of any applicable laws or Company's code of conduct with prior written notice to You provided that Company shall pay You for any work that has been satisfactorily carried out under the Agreement by You up to the date of termination, in accordance with clause 4.
- 9.4 All Work Sheets shall automatically terminate upon termination of this Agreement.

10 Consequences of Termination

- 10.1 You shall return to Company any materials provided by Company to You for the performance of Services under this Agreement upon termination of this Agreement.
- 10.2 Any termination of this Agreement shall not affect any accrued rights or liabilities of either party nor shall it affect the status of any provision of this Agreement which is expressly or by implication intended to come into or continue in force on or after such termination. Clauses 5, 6, 7, 8, 10, 11, 12 and 13 shall continue to have effect after the end of the Term.

11 Confidentiality

- 11.1 Each of the parties shall not disclose to any person any information, whether in written or any other form, disclosed by or on behalf of one party ("**Disclosing Party**") to the other party ("**Receiving Party**") in the

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course of the discussions leading up to or the entering into or during the performance of this Agreement and which is identified as confidential or is clearly by its nature confidential including, but

not limited to, the Works provided by You under this Agreement as well as any other information internal to Company or any Company affiliate ("Confidential Information") except insofar as: (a) is required by a person employed or engaged by the Receiving Party in connection with the proper performance of this Agreement (but only to the extent that any person to whom the information is disclosed needs to know the same for the performance of their duties and provided the Receiving Party shall be obliged to procure that all such persons are aware of the obligation of confidentiality and undertake to comply with it); or (b) is required to be disclosed by law (provided that the party disclosing the information shall notify the other party of the information to be disclosed and of the circumstances in which the disclosure is alleged to be required as early as reasonably possible before such disclosure shall be made and takes all reasonable action to avoid and limit such disclosure).

- 11.2 Any disclosure of Confidential Information permitted under 11.1 shall be in confidence, shall only be to the extent that any persons to whom the information is disclosed need to know the same for the performance of their duties and the Receiving Party shall procure that all such persons are aware of the obligation of confidentiality and undertake to comply with it.
- 11.3 Each of the parties shall use the Confidential Information solely in connection with the performance of this Agreement and not otherwise for its own benefit or the benefit of any third party.
- 11.4 Confidential Information does not include information which: (a) is generally available to the public otherwise than as a direct or indirect result of disclosure by the Receiving Party or a person employed or engaged by the Receiving Party contrary to their respective obligations of confidentiality; or (b) is made available or becomes available to the Receiving Party otherwise than under this Agreement and free of any restrictions as to its use or disclosure.
- 11.5 Without prejudice to any other rights or remedies that the Disclosing Party may have, the Receiving Party agrees that if the Confidential Information is used or disclosed other than in accordance with the terms of this Agreement, the Disclosing Party shall, without proof of special damage, be entitled to an injunction, specific performance or other equitable relief for any threatened or actual breach of the provisions of this clause, in addition to any damages or other remedy to which it may be entitled.
- 11.6 You shall not disclose to Company, or bring onto Company's premises, or induce Company to use, any third party confidential information.
- 11.7 This clause shall continue in force for a period of five years from the termination or expiry of this Agreement howsoever caused.

12 Data Protection

- 12.1 You shall comply with all the laws, rules, regulations, directives and third party contracts while dealing, handling of processing any of personal data or behavioural data or sensitive personal data ("Personal Data").
- 12.2 You shall maintain processes and procedures that, having regard to the state of technological development, the cost of implementing them and the nature of the Personal Data, shall ensure a level of security appropriate to the harm that might result from unauthorised or unlawful processing of, or accidental loss or destruction of, or damage to, the Personal Data.

12.3 You shall co-operate with and provide such information and access to any facilities, premises or equipment from or on which Personal Data is, has been, or is to be processed under this Agreement as the Company may reasonably require to enable it to monitor compliance by You with the obligations in this clause 12.

12.4 You acknowledge that it is a condition of your appointment as a consultant, that you sign and return a copy of the Personal Data Protection Statement attached to this Agreement in Annexure 1. By signing and returning a copy of the Personal Data Protection Statement, you consent to the collection, use, disclosure, transfer and general processing of your personal data as stated in the Personal Data Protection Statement and undertakes to help the Company observe the requirements of the Information Technology Act 2008 and its rules, by keeping personal data relating to the Company's employees and customers secure and not misusing such data, or disclosing or using such data without due authorization.

13 General

13.1 If a party is prevented from performing any or all of its obligations of this Agreement by any act, event, omission or condition beyond a party's control (a "**Force Majeure Event**"), the affected party shall give written notice to the other party within two (2) business days of the occurrence of the Force Majeure Event and the affected party shall be excused from such performance during, but not longer than, the continuance of such Force Majeure Event. Each party shall bear their own costs arising from the Force Majeure Event and shall take all reasonable steps to find ways to perform their obligations despite the Force Majeure Event. If the Force Majeure Event continues for more than 30 consecutive days, the other party may immediately terminate this Agreement on giving written notice to the affected party.

13.2 This Agreement (including any documents referred to) (the "**Contractual Documents**") contains the entire agreement between the parties relating to the subject matter covered in the Contractual Documents and supersedes any previous agreements, arrangements, undertakings, negotiations, discussions or proposals, written or oral, between the parties in relation to such matters. No oral explanation or oral information given by any party shall alter the interpretation of the Contractual Documents. Each party confirms that, in agreeing to enter into the Contractual Documents, it has not relied on any statement, representation, warranty, understanding, undertaking, promise or assurance (whether negligently or innocently made) of any person save insofar as the same has expressly been made in the Contractual Documents and agrees that it shall have no remedy in respect of any misrepresentation which has not become a term of the Contractual Documents except that this Clause shall not apply in respect of any fraudulent or negligent misrepresentation whether or not such has become a term of the Contractual Documents.

13.3 You understand that the Company provides a working environment free from all kinds of harassment including harassment based on race, colour, religion, nationality, ethnicity, age, gender, gender expression, gender identity, disability, marital status, sexual orientation, veteran status or any other basis prescribed by law. Having regard to this, You hereby represent, warrant and undertake that You shall conduct yourself in a manner consistent with the intent and goals of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 and the policies of the Company while you are working for the Company or representing Company in any manner whatsoever.

13.4 Nothing in this Agreement shall be construed as creating a partnership or joint venture of any kind or employer-employee relationship between the parties or as constituting or authorising either party as the agent of the other party for any purpose whatsoever. Neither party shall have the authority or power to bind the other, or to contract in the name of, or hold itself out as, or create a liability against the other in any way or for any purpose.

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- 13.5 You shall not, at any time during the Term without obtaining Company's prior written approval, subcontract any or all of Your obligations under this Agreement to any third party and on such approval You ("Subcontractor") shall remain liable for the due performance of the subcontractee's obligations under this Agreement as if You were performing these.
- 13.6 You, during the Term, shall neither solicit for hire as an employee, consultant or otherwise any of the Company's personnel nor will it approach or offer any placement assistance to any of Company's employees for alternate career assignments.
- 13.7 While performing Your obligations or exercising its rights under this Work Sheet, You shall not pay, offer or promise to pay or authorize the payment directly or indirectly of, any monies or anything of value to any government official or employee or any political party or any candidate for political office or employee of a private party for the purpose of influencing any act or decision of the government official or employee, political party or candidate in order to obtain or retain business or to direct business to any person and shall conduct themselves and all transactions under this Agreement and/or any transaction relating to the business contemplated herein in a manner consistent with the United States' Foreign Corrupt Practices Act and any other Indian law including Indian Penal Code, 1860 and Prevention of Corruption Act, 1988 ("Legislations"). If the Company becomes aware or has reasonable grounds to suspect that any transaction relating to the business contemplated herein has taken place in contravention of the principles set forth in this clause or under the Legislations, Company shall be entitled forthwith, in its sole discretion, to terminate this Agreement with immediate effect and any and all other arrangements with You and the same shall be treated as material breach of the Agreement.
- 13.8 You shall not assign any of Your rights under this Agreement, without the prior written consent of the Company.
- 13.9 Except as expressly set out in this Agreement, a person who is not a party to this Agreement has no right to rely upon or enforce any term of this Agreement.
- 13.10 The validity, construction and performance of this Agreement (and any claim, dispute or matter arising under or in connection with it or its enforceability) shall be governed by and interpreted in accordance with laws of India. Each party irrevocably agrees to the exclusive jurisdiction of the courts of Mumbai over any claim, dispute or matter arising under or in connection with this Agreement or its enforceability or the legal relationships established by this Agreement.
- 13.11 Neither party shall advertise or publicly announce, communicate or circulate the existence or terms of this Agreement or any association with the other party without the prior written consent of the other party.
- 13.12 Any notice given under this Agreement shall be in writing in English and served by hand, fax, prepaid recorded or special delivery post or prepaid international recorded airmail. In the case of Company, notices shall be given to its Legal Department at the address specified in the Agreement. In the case of You, notice shall be sent to the address referred to on the first page of this Agreement. Any such notice shall be deemed to have been served at the time of delivery. The parties shall notify each other of changes in addresses for service during the Term of this Agreement.
- 13.13 If any clause of this Agreement is found by any court or administrative body of competent jurisdiction to be invalid or unenforceable, such invalidity or unenforceability shall not affect the other provisions of this Agreement which shall remain in full force and effect.

13.14 The failure to exercise or delay in exercising a right or remedy under this Agreement shall not constitute a waiver of the right or remedy or a waiver of any other rights or remedies and no single or partial exercise of any right or remedy under this Agreement shall prevent any further exercise of the

right or remedy or the exercise of any other right or remedy. The rights and remedies contained in this Agreement are cumulative and not exclusive of any rights or remedies provided by law.

13.15 No modification or variation of this Agreement shall be valid if made by email and shall otherwise only be valid if in writing and signed for or on behalf of each of the parties.

13.16 You shall execute or cause to be executed all such other documents and do or cause to be done all such further acts and things (consistent with the terms of this Agreement) as Company may from time to time reasonably require.

13.17 This Agreement may be signed in duplicate, each of which, when signed, shall be original, and all the duplicates together shall constitute the same Agreement. Faxed or scanned signatures shall be as effective as original signatures.

Signed for and on behalf of

Sokrati

Technologies Pvt. Ltd.

Signature

Neha Asthana

Name

Director – Talent Acquisition

Title

03rd April' 23

Date

Signature

Akanksha Srivastava

Name

Consultant (Associate Business Analyst)

Title

03rd April' 23

Date

ANNEXURE-I

PERSONAL DATA COLLECTION STATEMENT

Your privacy is important to **Sokrati Technologies Pvt. Ltd.** ('Company').

Throughout the course of your engagement with the Company as an independent consultant or contractor, the Company needs to collect, use, disclose, and/or transfer outside of India, (individually and/or collectively "Process"), including through any authorised third party acting on its behalf, Personal Data from you and about you. "Personal Information" and Sensitive Personal Data or Information" has the meaning defined in the Information Technology Act, 2000 along with the Rules and includes (but is not limited to):

- Recruitment, engagement or training records;
- Information about your medical condition;
- Information regarding termination of employment;
- Terms and conditions of employment;
- Personal information and images and emergency contact details;
- Performance, conduct and disciplinary records;
- Remuneration details, bonus and share plan information;
- Membership of professional associations or trade unions;
- Leave records (including annual leave, sick leave and maternity leave);
- Taxation, banking and mandatory provident fund details;
- Aadhar Card and PAN card details.
- Financial Information such as bank account number or debit card or credit card or other payment instrument details.
- Health and safety information;

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- Any other information that you provide to the Company.

which are collectively defined as "Personal Data"

The purposes for which the Company needs to Process your Personal Data is for managing or terminating your working relationship with the Company; administering, managing and/or operating the business of the Company; and/or compliance with applicable laws and regulations and/or legal proceedings.

The Company may from time to time transfer your Personal Data to the following classes of persons who may be based in a jurisdiction outside of India:

- the holding company or subsidiary companies of the Company;
- the Company's insurers and banks;
- medical practitioners appointed by the Company;
- administrator of the Company's mandatory provident fund scheme;
- outside parties involved in a merger, acquisition or due diligence exercise;
- companies the Company engages to perform the functions listed above on the Company's behalf; and
- anyone you authorise.

If you do not provide complete and accurate Personal Data to the Company as and when it is required, there may be potentially serious consequences for you and, depending on the circumstances, your future employment relationship with the Company.

It is the Company's policy to retain certain Personal Data of its consultants/contractors for a reasonable period after they cease to be engaged by the Company. This data may be required for any residual employment-related activities, including for example, provision of references, processing of applications for re-appointment, matters relating to retirement benefits and allowing the Company to fulfil any of the Company's contractual or statutory obligations.

To the extent applicable law allows, you may request access to, and correction of, your personal data in relation to your appointment as a consultant. For any further information, please contact Sunil Seth, HR Director or, Data Protection Officer/Grievance Officer India.

Please indicate your understanding and acceptance of the above by signing and returning the acknowledgement form below.

Acknowledgment

By signing this Agreement, I confirm that I have read and fully understand the above contents and acknowledge that I accept these terms voluntarily and freely.

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Offer: Computer Consultancy

Ref: TCSL/DT20223669754/Pune

Date: 10/02/2023

Mr. Avadhut Avinash Patil
303, Krishna Priyanka Pg, Ananta Nagar, Hinjewadi, Pune.,
Laxmi Chowk,
Pune-411057,
Maharashtra.
Tel# -

Dear Avadhut Avinash Patil,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Management Trainee** in Grade Y.

Your gross salary including all benefits will be **`5,79,430/-** per annum, as per the terms and conditions set out herein. Annexure 1 provides break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.



COMPENSATION AND BENEFITS

Basic Salary

You will be eligible for a basic salary of `15,000/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be `6,000/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of `17,456/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of `500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of `2,800/- . The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be `1,900/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the companyrolls on the date of announcement of Quarterly Variable Allowance.

This Pay shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of `200/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to `6,000/- per insured person per annum and basic hospitalization expenses up to `2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.



2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependents will be entitled for `12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of `250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

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 TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.



TERMS AND CONDITIONS

1. Relevant Experience

No experience is considered to be relevant to TCSL's business

2. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

3. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

4. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you. This confirmation will be communicated to you in writing.

If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If



your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorisedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

5. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

6. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

7. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

8. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

9. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL `50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service



of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

12. Work in SBWS mode

TCS' Secure Borderless Workspaces(SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

13. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.



14. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

15. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

16. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

17. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

18. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

19. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.



20. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

21. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card

You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.

- Standard X and XII mark sheets equivalent

- Degree certificate and mark sheets for all semesters

- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)

- Birth Certificate / Proof of Age

- Work permit and/or any other documentation as prescribed by Government of India

- Passport

- 6 photographs

- Medical Certificate

- An affidavit/notarised undertaking stating:

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

*If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

22. Initial Training Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation



criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorisedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

23. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

24. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

25. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

26. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI



processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

- (d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.
- (e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.
- (f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xperience Centres
Annexure 3: Confidentiality and IP Terms

TCS Confidential
TCSL/DT20223669754

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|--|
| Name | Avadhut Avinash Patil |
| Designation | Management Trainee |
| Institute Name | Indira College Of Engineering And Management, Pune |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------|----------|
| 1) Fixed Compensation | | |
| Basic Salary | 15,000 | 1,80,000 |
| Bouquet Of Benefits # | 25,206 | 3,02,472 |
| 2) Performance Pay | | |
| Monthly Performance Pay | 2,800 | 33,600 |
| Quarterly Variable Allowance* | 1,900 | 22,800 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,800 | 21,600 |
| Gratuity | 721 | 8,658 |
| Total of Annual Components & Retirals | 2,522 | 38,158 |
| TOTAL GROSS | 47,628 | 5,79,430 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

| Component Category | Monthly | Annual |
|----------------------------------|---------|----------|
| House Rent Allowance | 6,000 | 72,000 |
| Leave Travel Assistance | 1,250 | 15,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 17,456 | 2,09,472 |
| GROSS BOUQUET OF BENEFITS | 25,206 | 3,02,472 |



Annexure

| | |
|---|--|
| Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007 | Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka |
| BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024 | Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119 |
| DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana | DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP |
| Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam | Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad |
| INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh | KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords |
| KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042 | MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606 |
| NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108, | PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra |
| Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India | |



Annexure

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

- (a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,
- (b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).
- (c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,
- (d) Customer and prospective customer lists, and
- (e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



- (c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/protocols.
- (d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.
- (e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.
- (f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).
- (g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



- (e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.
- (f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

SBIFM/HR/2023/97

Date: 13-Feb-2023

Karan Suryawanshi

E-1204, Sukhwani Pacific, Thergaon

Pune

411033

Appointment As Relationship Manager - SBI Channel - Pune

Dear Karan,

With reference to the meetings and discussion you had with us, we are pleased to inform you that, you have been selected for the position of **Relationship Manager - SBI Channel - Pune (4A)** in our company at **Maharashtra-Pune** location, subject to the completion of the following:

- 1) Passing the medical fitness in our Pre-Employment Medical Check Up
- 2) Receiving clear background verification report.
- 3) Submission of NISM V-A certificate (all customer facing employees)
- 4) Successful completion of MBA

As per mutually agreed terms and conditions, you are required to join us on or before **20-Mar-2023**. Your annual gross remuneration will be **Rs. 5,50,000** per annum. Kindly refer to the Compensation and Benefits annexure for the full details.

To confirm your acceptance of this appointment letter kindly return the duplicate copy of this letter duly signed.

We are fully committed to support you in your pursuit of a professional career with us and we look forward to a long & successful association.

Yours Sincerely,



Ranju George

Deputy Vice President – Human Resources

Enclosures:

Annexure A : Compensation & Benefits

Annexure B : Terms & Conditions of employment

Annexure C : Mandatory Documents to be submitted

Annexure A
COMPENSATION & BENEFITS

I. Compensation

| Name | Karan Suryawanshi | |
|-------------------------------|------------------------|-----------------|
| Band & Designation | 4A - Assistant Manager | |
| Department | SBG | |
| Location | Maharashtra-Pune | |
| Region | Maharashtra | |
| Zone | WEST | |
| | | |
| Components | Per Month (INR) | Per Annum (INR) |
| Basic | 18,333 | 2,20,000 |
| HRA | 7,333 | 88,000 |
| LTA | 825 | 9,900 |
| Lunch | 600 | 7,200 |
| Special Allowance | 16,542 | 1,98,500 |
| Employer's PF contribution | 2,200 | 26,400 |
| Fixed Pay | 45,833 | 5,50,000 |
| Gratuity | | 10,577 |
| Total | | 5,60,577 |

II. Gratuity will be computed strictly as per The Payment of Gratuity Act, 1972\

III. In addition to the compensation mentioned above, you are also eligible for the following benefits:

- 1) Group Life Insurance – You will be covered for 2x your annual fixed CTC or 25 lakhs whichever is higher
- 2) Mediclaim Insurance – You will be covered for Rs. 3 Lacs/ annually (Family Floater Policy)
- 3) Group Personal Accident Insurance - You will be covered for two times your annual fixed CTC

Acceptance of the Terms & Conditions of Appointment:

I accept the job offer along with compensation and benefit (Annexure A) and the terms and conditions (Annexure B) detailed herein. I confirm that while in employment with SBI Funds Management Limited (SBIFML) I will abide by the Employee Code of Ethics, Code of Conduct & Employee Dealing Policy of SBIFML.

| | |
|------|-----------|
| Name | Signature |
|------|-----------|

Please accept the offer letter through the system as your confirmation of acceptance of our offer, within 5 days of receipt of this letter. Your acceptance of the offer over the system will constitute a binding agreement between you and SBI Funds Management Ltd. effective from the date of acceptance.

Annexure B

TERMS AND CONDITIONS

The following are the terms and conditions of your employment at SBIFML.

1. Medical Fitness, Background Verification & NISM Certification

- 1.1. You are being found medically fit in Pre-Employment Medical Check-Up and continuing to remain fit thereafter as certified by an SBIFML approved doctor. The Management has the right to medically examine you by any certified medical practitioner during the period of your service. In case it is found that your medical condition is not suitable to discharge duties properly, SBIFML reserves the right to terminate your appointment without assigning any notice.
- 1.2. Satisfactory verification of your character, antecedents, and testimonials through reference checks or background screening. In case the details mentioned in your application / Resume are found to be false or unsatisfactory, your appointment would be liable for termination. SBIFML reserve the right to terminate your appointment without assigning any notice or any compensation in lieu thereof.
- 1.3. Submission of dues clearance certificate and / or Relieving letter from your last employer.
- 1.4. Verification of the salary details shared by you pertaining to your last employment with the proof submitted to us. In case, the salary information provided by you is found to be false or incorrect, your appointment would be liable for termination at any time without assigning any notice or any compensation in lieu thereof.
- 1.5. Submission of valid NISM certificate (V-A Mutual Fund Distribution -MFD) prior to your joining the organization. (If applicable to the role you are performing)
- 1.6. The appointment is made relying upon the information furnished and representation made by you from time to time. If any such information or representation is found to be incorrect or if any material information is later detected by us which was suppressed by you, the company will have the right to terminate your service immediately without any liability whatsoever. No failure or delay on the part of SBIFML in exercising any power or right hereunder shall operate as a waiver thereof.

2. Place of posting

- 2.1. Your posting location is mentioned in the appointment letter. However, during employment with SBIFML, you may be posted/transferred to any of the offices/projects/departments & locations of the SBIFML.
- 2.2. The location includes existing locations of the SBIFML or any other new locations which SBIFML may start operating post your appointment.
- 2.3. In event of such transfer, SBIFML is not liable to pay any additional remuneration. The rules of your transfer will be governed by the SBIFML's transfer policy which is in force at the given point in time.

3. Probation & Confirmation

- 3.1. You will be on probation for a minimum period of 6 months from the date of joining and your employment confirmation in the SBIFML is subject to your performance and conduct being found satisfactory.
- 3.2. During the period of probation if it is found in SBIFML's sole judgment that you are not fit for confirmation, your services are liable to be terminated at one month's notice or one-month salary in lieu thereof. If you wish to resign during the period of probation, you will be required to give one month's notice in writing or pay one month's salary in lieu thereof, the definition of the salary for the purpose of notice period recovery, is fixed salary payable to employee excluding retiral.
- 3.3. SBIFML shall have the right to extend your period of probation. In the absence of confirmation in writing, your probation shall be deemed to continue until further orders.

4. KRA & Sales Target During Probation Period

Incremental 1% of Deposits of the Region

5. Leave Entitlement

- 5.1. You are eligible for leaves as per the SBIFML leave policy.

6. Remuneration

- 6.1. The entitlements of your compensation are subject to SBIFML policy, procedure and guidelines which may be issued from time to time. All perquisites and benefits including reimbursements are subject to applicable income tax rules.
 - 6.2. Your fixed pay increase and prospects at SBIFML shall entirely depend on the individual, business unit and the overall SBIFML's performance. Increase in fixed pay in no case shall be automatic and/or a matter of right.
 - 6.3. At any time during your employment or on termination, the Company will deduct from your Annual Gross Remuneration Package any overpayment made or amounts owed by you to the Company. This includes but is not limited to any excess holiday/ leave, outstanding loans, advances, relocation expenses, and the cost of repairing any damage or loss to SBIFML's property or equipment caused by you.
 - 6.4. Since your compensation is specific to you, it is expected from you to keep your compensation confidential. It is SBIFML policy that employees will not discuss individual's compensation with anybody else. Any issues with respect to your compensation may be discussed with your Department Head and with the HR only.
 7. Performance Linked Incentive Payments & Promotions
 - 7.1. SBIFML may in its absolute discretion pay performance link incentive of such amount, at such intervals and subject to such conditions as the Company may determine from time to time in accordance with the SBIFML Policy.
 - 7.2. The exercise of discretion to pay a bonus in one financial year shall not bind the Company or act as a precedent for the exercise of discretion in any other financial year.
 - 7.3. If, on or before the date when a bonus might otherwise have been payable your employment has been terminated or either party has given notice under these terms and conditions to terminate your employment, you will not be entitled to receive any such bonus (whether in cash or any other form).
 - 7.4. In the case of ESOP, the guidelines mentioned in the ESOP scheme document will be applicable.
 - 7.5. The Company reserves the right to amend, change or cancel the above terms pertaining to the bonus, at any time without prior notice.
 - 7.6. The promotions at SBIFML shall be in accordance with the SBIFML employee policy.
 8. Canteen Facilities
 - 8.1. Canteen facilities are available to employees at selected offices or lunch allowance will be given as per policy of the company.
 9. Bus facilities
 - 9.1. Bus drop and pick up facility is available for employees at the Corporate Office to the nearest Railway stations.
 10. Phone/Mobile Reimbursement\ol style="list-style-type: none;"> - 10.1. Monthly mobile reimbursement is paid as per the SBIFML's Mobile/ Phone reimbursement policy.
11. Loan Facility
 - 11.1. You are entitled for Interest subsidy (on Housing Loan) scheme/Festival Advance / Consumer Loan as per the Employee Policy in force from time to time.
12. Resignation
 - 12.1. In case you resign from the services of the company before confirmation, but you have completed 6 months of service (for AM & above)/One year (for Executive), you will be required to give three months' notice or salary in lieu thereof at our sole discretion. Similarly, in such case, the Company reserves the right to terminate the appointment, by giving three months' notice in writing or payment of salary in lieu thereof.
 - 12.2. In case you resign from the services of the company after Confirmation, you will be required to give three months' notice or salary in lieu thereof at the company's sole discretion. Similarly, after confirmation, the Company reserves the right to dispense with your services, by giving three months' notice in writing or payment of salary in lieu thereof. The definition of the salary for the purpose of notice period recovery is a fixed salary payable to employees excluding retiralts.
13. Notice Period

13.1. You are not allowed to avail of any leaves during the notice period.

13.2. The notice pay reimbursed, if any, at the time of joining would be recovered in full in case you leave the organization within one year from the date of joining.

14. Retirement

14.1. You will retire from the Company's services after attaining 58 years of age. The day of retirement will be the last day of the calendar month in which the employee attains the age of 58 years.

15. Termination

15.1. The Company shall have the right to suspend with or without pay and summarily dismiss or terminate your services, on account of:

15.1.1. Insubordination or disobedience of any kind against the superiors;

15.1.2. Misconduct inside or outside the premises of the Company;

15.1.3. Neglect of duties;

15.1.4. Theft, fraud or dishonesty relating to the Company's business or property;

15.1.5. Failure to observe the regulations/policies of the Company in force from time to time;

15.1.6. Breach of code of conduct of the company in force from time to time.

15.1.7. For such other misconduct on your part that may be considered as a valid ground of dismissal/suspension by the company.

15.2. You may be placed under suspension pending an inquiry into the charges of misconduct or otherwise.

15.3. The company has the right to terminate your services for any reasons other than mentioned in this letter by giving notice of three months in writing or payment of total fixed pay (excluding retiral), in lieu thereof on either side.

16. Confidentiality

16.1. In performing your duties, you may from time to time receive or obtain information/ data/ documents from the Company or related or associated or subsidiary or affiliated company or otherwise have access to information relating to their clients or business information, business plans, systems, personnel, or other information of a confidential nature ("the Information").

16.2. You will not either during your employment or at any time post resignation from services, use or communicate to any person, any information of a confidential nature concerning the business of the Company or of any of their customer, supplier or other person having dealings with the Company, as the case may be, and which comes to your knowledge during the course of your employment other than in connection with your services to the Company.

16.3. In consideration of the Company making the information/ data/ documents available, you undertake and agree that you will

16.3.1. Keep the Information confidential at all times and not divulge or communicate to any person/entity other than those approved in writing by the Company, the Information which you may receive or obtain.

16.3.2. Not use the Information for any purpose other than in connection with your services to the Company.

16.3.3. Immediately return or destroy (at the Company's option) the original and all copies of any records of the Information (in whatever form) and all notes and other documents embodying any of the Information on the Company's demand; or on termination or expiration of your employment contract with the Company.

16.4. Any unauthorized disclosure, modification, damage, or loss of sensitive SBIMFPL information/data may lead to a punitive action which includes criminal action against the violator.R

17. Restrictive Covenant

- 17.1. During the period of your employment with the Company you may not, directly or indirectly, have an interest in (except for purely investment purposes) or render services to any person or entity directly or indirectly in competition with the Company without the prior written consent of the Company.
- 17.2. You agree that for a period of three (3) months from termination or expiration of your employment with the Company, you shall not solicit or entice by any means whatsoever, any client of the Company with whom SBIFML is currently (during your period of employment) running a deal/mandate or any deal/ mandate that became known to you during your employment at the Company.
- 17.3. You agree that for a period of six (6) months from termination or expiration of your employment with the Company, you shall not solicit or entice by any means whatsoever, any person of SBIFML who was employed by the Company or any person whose name became known to you during your employment at the Company in any office and in any capacity.
- 17.4. Your agreement "not to solicit" means that you will not, initiate any contact or communication of any kind whatsoever, for the purposes of inviting, encouraging or requesting any deal/ mandate/ account/ person.
 - 17.4.1. To transfer from the Company to you or to your new employer or to any other person or entity, or to enter into a new deal/ mandate with you or your new employer or with any other person or entity; or
 - 17.4.2. To otherwise discontinue its patronage and business relationship with the Company.
 - 17.4.3. You agree that for a period of six (6) months from termination or expiration of your employment with the Company, you shall not work at the capacity of Executive or Non-Executive member of the board of the SBIFML supplier, vendor or partner.

18. Assignment

- 18.1. If you (whether alone or with others) shall during your employment with the Company make or create an idea, method, invention, discovery, design, or other work either in the course of providing your services or relating to or capable of being used in those aspects of the businesses of the Company (hereinafter called a "Work") you shall promptly disclose full details thereof to the Company and companyreserve the right to use the same as per its discretion.
- 18.2. You (i) hereby assign to the Company all right, title and interest in said Work (whether now existing or brought into being in the future) which is or may become a copyright work anywhere in the world and (ii) shall consider yourself as a trustee for the Company in relation to all said Works and shall in either case at the request and expense of the Company do all things necessary to vest all right, title and interest in the Work in the Company or its nominee absolutely as legal and beneficial owner and to secure patent or other appropriate form of protection therefore;
- 18.3. You shall not (except as provided in this letter of agreement or as may be necessary in the course of your duties for the Company) disclose or make use of any Work without the Company's prior consent in writing.

19. Personnel Data Protection

- 19.1. The Company may be required to process, transfer and store your personal and sensitive data in any of its locations. By signing this contract, you grant your consent that the Company is permitted to hold personal information as part of our personnel and other business records and that the Company may use such information from time to time for any such purpose as they may deem fit.
- 19.2. You agree that the Company may disclose such information to third parties in the event that such disclosure is in our view required for the proper conduct of our business or that of any associated company. This clause applies to information held, used, or disclosed in any medium.

20. Conflict of Interest and External Employment

- 20.1. You will not, during your employment with the Company, except with the specific approval of the Company, undertake other full-time or part-time work, for remuneration or any work which adversely affects your professional image and integrity as an employee of the Company.

21. Receipt of Payments and Benefits from Third Parties

21.1. Subject to company's regulations issued and amended from time to time, neither you nor any member of your family, nor any company or business entity in which you or they have an interest, are entitled to receive or obtain directly or indirectly any payment, discount, rebate, commission or other benefits from third parties in respect of any business transacted (whether or not) by you or on behalf of the Company. If you, any member of your family or any company or business entity in which you or they have an interest, directly or indirectly obtain any such payment, discount, rebate, commission, or other benefits you will forthwith account to the Company for the amount received or the value of the benefit so obtained.

22. Intellectual Property Rights

22.1. For the purposes of this clause, "IPR" means intellectual property rights of all kinds including, in particular copyright (including copyright in computer software), inventions, trademarks/wordmarks (and associated goodwill) designs, design right, patents, confidential information, and know-how, database right, application for any of the forgoing, and all other intellectual and industrial property and rights of a similar or corresponding nature in any part of the world.

22.2. To the extent that ownership of IPR does not vest in the Company by operation of law, you agree that all IPR generated by you during your employment will be owned by the Company in perpetuity. You will cooperate fully, and do all acts required (at the Company's expense), to assign IPR with full title guarantee worldwide to the Company in perpetuity. You agree to appoint the Company to act as your attorney for the purposes of securing grant and ownership of the IPR. You also agree not to indulge in any act, during or after your employment, to affect the validity of any IPR; all information related to the IPR as stipulated in this section shall be treated as confidential information and accordingly the obligations set out in section 15 will apply. You also agree to waive all moral rights to all work, where the Company owns or will own the copyright or design right to it.

22.3. Nothing in this contract shall oblige the Company to seek patent or other protection for any IPR generated during the course of your employment. The Company may delegate its rights and/or obligations under this clause to a Group company or other nominee. Rights and obligations in this clause shall survive termination of your employment for any reason.

23. Information, Assets, and Systems

23.1. When you join the Company, you may have access to phones, e-mail, Internet and other equipment and systems. These form part of our IT and communication systems and you will be required to use them in accordance with the SBIFML policies relating to them. You should refer to the code of conduct for further information on these policies.

23.2. You will be responsible for the safe keeping and return in good condition and order of all the properties of the company, which may be in your use, custody, care or charge in the course of your employment.

23.3. For the loss of any property of the Company in your possession, the Company will have a right to assess the loss/damage and in case the company concludes that you are responsible for the loss/damage so caused, then you shall be liable to make good of all such losses/damages to the company and the company shall have the right to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

24. Employee Policy & Changes to your Terms of Employment

24.1. Your service rules will be governed by the Employee Policy of SBIFML.

24.2. The Company reserve the right to make amendments to the terms and conditions of employment and such amendments will be notified to you through general communication and changes will be effective from date stated in employee communication.

24.3. In relation to the employee policy and company policy (Employee benefit) referred to in this letter, the company reserve the right to withdraw or alter their terms without notice at any time and applicability of such company policies to you/your employment may be at the discretion of the company.

25. Warranty

25.1. You represent and warrant that you are not subject to any agreement, arrangement, contract, understanding, court order or otherwise, which in any way directly or indirectly restricts or prohibits you from fully performing the duties of your employment, or any of them, in accordance with the terms and conditions of this letter.

26. Governing Law

- 26.1. The interpretation and enforcement of this contract shall be governed by and construed in all respects in accordance with the law of India and the parties submit to the nonexclusive jurisdiction of the Mumbai courts.
27. Code of Conduct & Employee Dealing Policy
 - 27.1. You confirm that you shall abide by the code of conduct and employee dealing policy of the company.
28. Asset & Liability
 - 28.1. You are responsible to declare your asset & liability in the asset & liability statement as per the timeline defined by the Company.

Annexure C

MANDATORY DOCUMENTS

- Certificates in proof of age – Birth Certificate/ School Leaving Certificate and Matriculation/S.S.C. Certificate.
- Degree Certificate & Convocation certificate awarded by University/Institutes for graduate and post-graduate level.
- Certification of any other professional courses or technical qualification.
- Experience certificate indicating clearly the period for which served and capacity in which served from the previous and present employers indicated in the application form.
- Acknowledged Resignation Letter or relieving letter from last employer.
- 1 Passport size photograph (Professional Formal Attire in white background only).
- Copy of Proof of residence [Ration card/Telephone Bill/Gas Bill/Driving Licence etc.)
- Copy of identity proof [PAN Card].
- Copy of Aadhar Card.
- Mediclaim nomination form.
- Group Term Life Insurance nomination & top up form.
- NISM V-A Certificate (Mandatory for Sales & Customer Service).
- Declaration in respect of Code of Conduct, Code of Ethics & Employee Dealing Policy, Prevention of Sexual Harassment & Gender Harassment
- Form F - Declaration in respect of Securities Holding Statement.
- Confidentiality & Conflict of Interest Declaration.
- Assets and liabilities statement for the financial year.
- PF & Gratuity Nomination form.

All above documents needs to be uploaded on the onboarding portal of successfactors (Xplore) prior to joining SBI Funds Management Ltd. For any clarifications, please reach out to your HRBP.

Trustee: **SBI Mutual Fund Trustee Company Private Limited** (CIN-U65991MH2003PTC138496)

Regd. Office : 9th Floor, Crescenzo, C-38 & 39, G Block, Bandra Kurla Complex, Bandra (East), Mumbai -

400 051

Tel, : +91 2261793000 | Fax : 67425687-91 | Email : partnerforlife@sbimf.com | Website : www.sbimf.com

MUTUAL FUNDS | OFFSHORE FUNDS | PORTFOLIO MANAGEMENT SERVICES | ALTERNATIVE INVESTMENT FUNDS

Confidential



ANZ Support Services India Pvt Ltd
"Eucalyptus", Manyata Embassy Business Park - SEZ,
Outer Ring Road, Nagavara & Rachenahalli Village
K R Puram Hobli
Bengaluru 560 045

03 January, 2023

Nikita Prafulla Pawar
plot no 32, Ingle Lay out, Bhamti,, Nagpur, Maharashtra 440022
India

Dear Nikita,

On behalf of ANZ, I am pleased to offer you the position of Sr Banking Operations Analyst with ANZ Support Services India Pvt Ltd (**ANZ**).

This letter provides you with the information you need to accept this offer and the things you will need to do prior to your commencement with ANZ. You will find enclosed a copy of your employment agreement.

Accepting ANZ's offer of employment and next steps

As part of our e-Execution process, you will be asked if you accept the offer and the terms of employment in the employment agreement (including the cover letter and Schedules). We must receive your e-Executed employment agreement electronically within five calendar days from the date of this letter, otherwise this offer may be withdrawn.

Please also bring the following original documents with you for verification on your first day of work:

- India Passport copy is first preference. If you don't have a passport, kindly share Voters Id or Birth certificate or Ration Card.
- PAN and Aadhaar is mandatory
- Copies of all documents relating to your skills, experience and education qualifications, as required by ANZ
- For Non-India citizen/Foreign hires: copies of all visas you have to enable you to work in India.
- One passport size photo
- UAN & Aadhaar link is mandatory & share a copy of the screenshot with your Onboarding team

Please also arrange to:

1. Open a bank account

All ANZ employees are required to have their salary credited to an ANZ bank account, where such a facility is available. If your location does not currently have such a facility, ANZ will assist you in opening a bank account with a preferred bank as determined by ANZ at the relevant time.

2. Provide consent to undergo pre-employment screening

To comply with its legal and regulatory obligations and in accordance with ANZ policy, ANZ may require you to consent to undergo a police record check or other background checks before you commence employment with ANZ.

ANZ may engage the services of an external provider (First Advantage) to conduct these checks. This external provider may contact you prior to your commencement with ANZ to obtain your consent. When you receive this email, log into their website (via personal computer or mobile phone) and complete the online form.

Please note: It is a condition of ANZ's offer that you will not be able to commence employment on the proposed date contained in your employment agreement if the above steps for your background checks have not been completed prior to the date. In those circumstances, ANZ may withdraw its offer or change your commencement date.

If you have further questions please contact your line manager or recruitment consultant to talk about any aspects of this offer.

I look forward to welcoming you as part of the team and wish you every success in your new role.

Yours sincerely



Rita Newman
Tribe Lead, Joiners & Movers



ANZ Support Services India Pvt Ltd
"Eucalyptus", Manyata Embassy Business Park - SEZ,
Outer Ring Road, Nagavara & Rachenahalli Village
K R Puram Hobli
Bengaluru 560 045

03 January, 2023

Nikita Prafulla Pawar
plot no 32, Ingle Lay out, Bhamti,, Nagpur, Maharashtra 440022
India

Dear Nikita,

On behalf of ANZ, I am pleased to offer you the position of Sr Banking Operations Analyst with ANZ Support Services India Pvt Ltd (ANZ).

This letter sets out the terms of your employment, and constitutes your employment agreement with ANZ. If you accept this offer, this agreement will become your only employment agreement with ANZ and will replace all previous employment agreements and understandings between you and ANZ.

1. Position details

The details of your position with ANZ including your reporting arrangements, work location and the date you will start work in this position are set out in Schedule 1.

You agree to diligently perform the duties and responsibilities that ANZ assigns to you. ANZ may vary these duties and responsibilities at any time.

2. Pay and rewards

Information about your pay and rewards are contained in Schedule 2.

3. Hours of work

The number of hours that you agree to work and details of other work arrangements are set out in Schedule 1.

4. Policies, procedures, rules and codes

Information about the way we work at ANZ is contained in our policies, procedures, rules and codes. You are required to comply with these policies, procedures, rules and codes and it is important that you read and familiarise yourself with them. Our policies are available on the intranet.

These policies, procedures, rules and codes do not form part of your employment agreement and may be varied by ANZ

from time to time at ANZ's discretion.

5. Code of conduct and ethics

ANZ has developed guiding principles and ethical standards which apply to you as an employee of ANZ. These are set out in the Code of Conduct and Ethics and the supporting policy framework. You must act in accordance with these principles and standards at all times.

6. Leave

Your leave entitlements, including annual leave, sick and parental leave are contained in ANZ's policies. ANZ is committed to ensuring that its leave policies comply with at least the minimum legal requirements.

7. Ending employment with ANZ

Schedule 3 sets out the different ways that your employment with ANZ may come to an end and the entitlements and obligations that will apply.

8. Conflict of Interest

Some activities or interests may conflict with your obligations to ANZ. These activities and interests include:

- (a) any outside business interest including non-ANZ work (paid or unpaid), business ventures, directorships, partnerships or a direct or indirect financial interest which has the potential to be in conflict with your employment, the interests of ANZ or ANZ's partners, customers or suppliers; or
- (b) engaging in any activity that might compete directly or indirectly with ANZ Group (in this employment agreement, ANZ Group means ANZ and any related body corporate as defined in the Corporations Act 2001, any joint ventures or partnerships in which ANZ is a participant or any body corporate in which ANZ or a related body corporate of ANZ is a strategic investor or has a strategic equity interest) or might pose a conflict of interest with your employment; or
- (c) having or gaining an interest including a direct or indirect financial interest (for example, ownership of shares or ownership or investment in an outside business), which might pose a conflict of interest with your employment.

You must not do any things that may conflict with your obligations to ANZ, no matter how minor they may seem to be, unless you have the prior written approval of ANZ.

You must also disclose any potential conflict of interest to ANZ before you start work and as soon as possible, at any time one arises, during your employment.

9. Confidential information

As a leading and trusted financial institution it is essential that ANZ guarantees the privacy, confidentiality and integrity of its information.

Confidential information is any information about ANZ Group, its customers or its affairs which you obtain after signing your contract of employment or during your employment, unless the information is already available to the public other than as a result of a breach of this clause. Some specific examples of confidential information include information about:

- Customers, including, their names, contact details, financial information and the dealings they have with ANZ Group or the products and services we have supplied to them;
- ANZ's processes, procedures and systems;
- Working documents such as research, strategies, papers, proposals, presentations and financial information.

You must keep secure, and must not disclose or use confidential information except where required as part of your role, or with your line manager's written agreement.

These obligations continue after your employment with ANZ ends.

10. Intellectual property

In the course of your employment you may develop concepts or materials which give rise to intellectual property rights.

You agree:

- that ANZ will own all of these intellectual property rights;
- where applicable, to assign to ANZ any of these intellectual property rights (including any future rights) on a worldwide basis;
- to irrevocably waive any moral rights that you may hold in any materials concepts or ideas you create during your employment with ANZ; and
- to execute any further documents that are required by ANZ to give effect to these obligations.

11. Monitoring of ANZ systems

As a leading global financial institution ANZ has obligations to monitor and report fraud and other irregular activities to regulatory authorities. All ANZ systems and equipment, including employee ANZ bank accounts, are monitored for purposes including the detection and prevention of fraudulent activity. Your communications and access are not private and monitoring may take place for work-related, security or other investigatory purposes. For security purposes ANZ may record such telephone conversations as it may consider appropriate and may access recorded information in the case of a security or other investigation. You should be aware that any private discussions made on these lines may be intercepted and your personal privacy is not guaranteed.

12. Repayment of monies

You acknowledge that, both during your employment and after your employment ends, you have an obligation to repay any employment related amounts you owe to ANZ.

You agree that for all employment related amounts:

- upon request, you will repay any monies mistakenly paid to you by ANZ;
- upon request, you will repay all amounts you owe to ANZ (for example, personal expenses incurred on an ANZ provided credit card or mobile telephone, or amounts owing for ANZ funded study assistance); and
- subject to law, ANZ is authorised to withhold unpaid amounts from monies otherwise owed to you upon termination of employment.

13. Pre-employment screening & ongoing screening

In accordance with its legal and regulatory obligations, and in accordance with ANZ policy, you may be required to

undergo a police record check prior to commencing work with ANZ, or at other times during your employment.

You may also be required to undergo other checks (e.g. bankruptcy checks, sanctions screening, reference checks, etc). ANZ may engage the services of an external provider to conduct these checks.

Your initial and ongoing employment is conditional on ANZ being satisfied that the results of:

- a police record check are compatible with the inherent requirements of your position; and
- any other required background or other checks are to the satisfaction of ANZ (keeping in mind your position and ANZ's role as a financial institution)

ANZ may use any information you provide to conduct reference checks and any other background checks.

Your employment is also conditional upon you holding all necessary visas and meeting all immigration requirements necessary for you to work in India in this position.

If, in the opinion of ANZ, any of your background checks, reference checks or visas are not satisfactory, ANZ may choose not to commence your employment, or where you have already started, to end your employment immediately, with no liability to pay compensation to you.

14. Variations to this employment agreement

You and ANZ may agree to vary this employment agreement in writing.

In addition, to meet business needs, ANZ may change your position, position title, reporting arrangements, duties and location on giving you reasonable notice. ANZ may also change the various components of your TEC as described in Schedule 2.

Changes to the terms and conditions of your employment will not constitute a termination of your employment, and will not entitle you to any benefits under the ending employment provisions of this employment agreement.

If any changes are made to the terms of your employment, all other terms of this employment agreement will continue to apply to your employment.

15. National (Australian) Privacy Principles and India Privacy Legislation

In addition to the terms and conditions contained in this employment agreement, the following shall also be applicable:

- (a) the National (Australian) Privacy Principles form part of this letter and apply to your employment. You must diligently comply with those principles in performing your duties for ANZ.
- (b) India Privacy Laws: The Government of India has notified The Reasonable security practices and procedures and sensitive personal data or information Rules (Privacy Laws).

Privacy Laws provide various obligations on organisations in India. To facilitate your employment, or to comply with statutory or regulatory requirements, ANZ Support Services India Pvt Ltd will collect sensitive personal data or information about you and your dependants from time to time. This includes, without limitation, information relevant to your

employment or your dependants' information such as password, physical, physiological or mental health conditions, medical records, or financial information such as your bank account details.

ANZ Support Services India Pvt Ltd may also be required to collect, transfer, or disclose such information to other ANZ entities (including ANZ Banking Group Limited) and/or to third parties where it is necessary to facilitate your employment. This may include medical practitioners, rehabilitation providers, insurers or other experts, agents and consultants to assist ANZ in relation to your employment.

By accepting this you provide your consent to ANZ Support Services India Pvt Ltd and other entities as above to collect, store, share and use the sensitive personal data or information about you or your dependants.

16. Compliance with applicable laws

You must strictly comply with all applicable laws including any rules, regulations and guidelines issued by the Reserve Bank of India or the Securities and Exchange Board of India, with regards to customer information, confidentiality, securities trading, etc.

17. Governing law and jurisdiction

This employment agreement will be governed by, and construed in accordance with, the laws of India.

18. Severability

If any part of this employment agreement is found to be illegal or unenforceable by any court of law or any competent governmental or other authority, the remaining parts of the agreement will be severable and enforceable in accordance with their terms, so long as they do not fail their essential purpose. You and ANZ agree to negotiate in good faith to replace any such illegal or unenforceable part with suitable substitute provisions which will maintain as far as possible the purposes and the effect of this offer.

19. True and correct information

You declare that all information provided by you is true and correct. If any information you have provided is false or misleading in any particular then ANZ shall be at liberty to terminate your employment without notice at its absolute discretion. By accepting this offer, you confirm that you have not been placed on a bond or convicted of any criminal offence.

20. Employment agreement confidentiality

It is a condition of your employment that you keep the terms of this employment agreement confidential. If you have any questions in relation to these matters you may raise them with your line manager or your recruitment consultant.

21. Consent to Electronic Transmission of Information

You agree to receive, for your consideration, this employment agreement electronically by accessing the ANZ Careers Portal using your unique user name and password (using single sign on to access SuccessFactors Careers Portal via PeopleHub if you are an existing ANZ employee).

Should you agree to accept the terms and conditions in this employment agreement, you consent to do so by way of e-Execution. This will require you to:

- log into your candidate profile and select your application for the role;
- review the identified letter of offer;
- select the accept option on your online application to confirm that you have read, you have understood and you agree to the terms and conditions in this employment agreement;
- type your first name and surname in the space provided to confirm your identity;
- type date of acceptance; and
- then click on "Submit".

When you meet your Onboarding Specialist, you will also need to sign this employment agreement by way of your handwritten signature.

Yours sincerely

A handwritten signature in blue ink, appearing to read "Rita Newman".

Rita Newman
Tribe Lead, Joiners & Movers

Schedule 1 - Details of position and working arrangements

Position title

Sr Banking Operations Analyst

Classification

Officer Group 6.1

Reporting arrangements

Bennita Joseph

Place of work

Eucalyptus, Manyata Embassy Business Park, Bangalore - 560 045

Commencement date

13 February, 2023

Agreed hours of work

You agree to work 170 hours per four weekly cycle and any reasonable additional hours you may need to work to effectively perform your role. Your remuneration includes compensation for all hours that you are required to work.

You may be eligible to receive paid overtime or other allowances/payments where you work hours outside of those hours specified above. These allowances/payments will be paid in accordance with ANZ policy.

Rostered hours of work

The days and times you will be required to work these hours and any changes will be advised to you by ANZ.

You may be required to work any shift timing that is required of you by ANZ, including the night shift. Shift times may be subject to change with or without notice. You agree that you will be bound to work shifts as required by ANZ.

Suspension

ANZ may suspend you from performing your duties at ANZ's absolute discretion. An example of where this may occur is if you are subject to an investigation relating to potential breaches of the ANZ Code of Conduct and Ethics (or other ANZ policies, procedures, rules or codes) or if you are subject to an investigation by a regulator.

Generally, you will be suspended with pay. Subject to the laws of your country, ANZ may consider it necessary to suspend you from performing your duties without pay.

Schedule 2 - Pay and rewards

Remuneration Rs. (p.a)

Basic Salary

- 300,000

HRA

- 120,000

Provident Fund (ANZ's Company Contribution)*

- 36,000

Flexible Component

- 132,000

Lunch Coupons (Sodexo)

- 12,000

ESI Contribution **

- NA

Total Employment Cost (TEC)

- 600,000.00

Your TEC is based on the full-time hours. If you are employed part-time, your TEC and any relevant components will be pro-rated based on your part-time hours of work.

You agree that an incremental employer payments/contributions that ANZ may have to incur/remit in order to meet or adapt to regulatory requirements, amendments or changes in interpretation of law, or business needs or due to the subsequent coverage under any social security or other benefit statute, will be adjusted from other existing components in the TEC above, provided always that your overall TEC will remain the same

Note:

*Provident fund: Both you and ANZ will make provident fund contributions required by law. You agree that ANZ may deduct your contribution from your salary and remit it to the Provident Fund on your behalf.

**Employee state insurance (ESI): If you are covered under ESI, both you and ANZ will make ESI contributions as required by law.

In addition to the amounts outlined above, you may receive a statutory bonus and/or Service Weightage Allowance if eligible and as mandated by applicable law.

Payment of salary

All ANZ employees are required to have their salary credited to an ANZ bank account, where such a facility is available. If your location does not currently have such a facility, ANZ will credit your salary to your nominated bank account which is required to be a bank account opened with an ANZ-preferred bank as determined by ANZ at the relevant time.

Gratuity

You will be eligible for gratuity on completion of 4 years of continuous service if you meet the eligibility criteria provided in applicable Indian laws and ANZ policy. Any gratuity will be paid upon termination of employment with ANZ.

ANZ Incentive Plan Participation

You may be eligible to participate in an applicable ANZ incentive plan.

Incentives and other rewards are not guaranteed, they do not form part of your terms and conditions of employment and they are granted at ANZ's discretion and in accordance with all applicable ANZ policies (as varied from time to time) and incentive plan terms (as varied from time to time). ANZ may take into account any matters it considers relevant in determining whether and to what extent any incentives or other rewards are granted, including but not limited to the performance of ANZ, the relevant business, and your individual performance (relative to your peers) and behaviours.

Incentives may be paid in cash, deferred equity, deferred cash, or a combination at ANZ's discretion.

ANZ may change the way in which incentives or rewards are given under the applicable incentive plan at any time, including by changing the ratio of cash to equity, the threshold for cash payments, any applicable performance conditions and the deferral periods.

If you are granted deferred equity or cash as part of your variable reward, any applicable conditions of grant will be provided to you at that time.

ANZ may withhold tax and contributions as required by law (for example, superannuation/pension) from any incentive that is paid to you.

Downward Adjustment

Any deferred remuneration (such as deferred equity and deferred cash) granted to you at any time will be subject to the conditions on which it is granted, including ANZ's discretion to downward adjust or further defer the relevant deferred remuneration. The conditions of grant applicable to each award will be made available to you at or about the time the grant is made.

Where there is a downward adjustment, the relevant deferred remuneration will be immediately and automatically forfeited or will immediately and automatically lapse (as appropriate) and will not thereafter vest or be released, provided or paid.

Schedule 3 - Details on termination of employment

Probationary period

A probationary period of 3 months will apply from the commencement date. You or ANZ may terminate your employment during the probationary period with two weeks' written notice.

Resignation

You may resign from ANZ by giving 2 months written notice (or a shorter period if agreed with ANZ).

Termination on notice

ANZ may end your employment by giving you 2 months written notice.

You will not be entitled to the notice in this clause if your employment ends:

- (a) during your probation period; or
- (b) for a reason that results in termination without notice.

Payment in lieu of notice

ANZ may at its sole discretion choose to pay you in lieu of some or all of the notice periods (relating to resignation and termination on notice) set out above.

Any payment in lieu of notice will be calculated on the basis of your TEC (minus the provident fund component).

Duties during notice period

During a notice period, ANZ may require that you not perform your duties or attend at the workplace or that you perform different duties. You agree to stop communicating with any ANZ Group customers, suppliers, employees and contractors if asked to do so by ANZ. However, you remain an employee of ANZ and bound by the terms of this employment agreement until the end of the notice period.

Termination without notice

ANZ may end your employment without notice (or payment in lieu) if, in the opinion of ANZ, you engage in unacceptable behaviour that constitutes serious misconduct (including fraud, theft or dishonesty), or if you engage in other conduct that is a serious neglect of duty, or conduct tending to bring yourself, ANZ and/or any of its related corporations into disrepute, or serious breach of any of the terms of this employment agreement or is a material breach of any company policy.

Non-solicitation

During your employment with ANZ and for 6 months after your employment with ANZ ends you must not (either alone, with or through others) solicit, interfere with or attempt to entice away from ANZ Group:

- any employee of ANZ Group; or
- any customer or client of ANZ Group or any person who was in the habit of dealing with ANZ,

with whom you have had direct or indirect contact or dealings, or knowledge of, during the 12 months before your employment with ANZ ended.

You acknowledge that the restriction is both reasonable and necessary in order to protect the legitimate business interests of ANZ.

Your obligations relating to confidential information continue to operate following the end of this non solicitation period.

Return of property

You will be responsible for the safekeeping of all ANZ property which may be in your use, custody or charge. At any time if requested by ANZ, or when your employment ends, you must return all ANZ Group property to ANZ. You must also return any notes or records (electronic, hard copy or otherwise) made during the course of your employment which contain any information that is confidential to ANZ Group.

Notice requirements

Notice of termination provided by you or ANZ must be in writing.

Where notice is provided to you by ANZ, notice must be either delivered to you personally or delivered by registered post or courier to you at your home address last known to ANZ.

Where it is not practicable to deliver the notice as above, ANZ may serve you such notice electronically.

Where you are providing notice to ANZ, such notice must be in writing and must be either delivered in person or by registered post or courier to your line manager (or acting line manager).

Where it is not practicable to deliver the notice as above, you may serve such notice on your line manager or acting line manager electronically.

Company Provided Transit Accommodation

ANZ will provide accommodation for you and your immediate family in a serviced apartment at ANZ's expense for a period of up to 15 days, or at your request and with Business Unit Head approval, for up to 30 days, when you first arrive in Bangalore.

The cost incurred to staying in the accommodation beyond 15 days will be taxed as part of your personal income according to the Income Tax Act 1961. You agree that any tax amount arising in these circumstances will be payable to you.



Crompton Greaves Consumer Electricals Limited

Registered & Corporate Office: Tower 3, 1st Floor

East Wing, Equinox Business Park, LBS Marg,

Kurla (West), Mumbai 400 070, India

Tel: +91 6167 8499 F: +91 22 6167 8383

W: www.crompton.co.in. CIN: L31900MH2015PLC262254

Date: 15/02/2023

Shreeyash Shirsath

Dishant Aparrtment, Flat no 14, Aundh , Pune - 411007 (Near bank of Mahahrashtra)

Dear **Shreeyash**,

LETTER OF OFFER

We refer to our discussions with you, and are pleased to offer you a career with Crompton Greaves Consumer Electricals Limited, in terms of the offer details discussed, as under:

Grade: E1

Designation: Trainee-Sales

Location: Pune (PUN)

This offer of employment is conditional upon Favourable References and Background checks, should one be conducted by Crompton, if not already conducted.

The appointment letter incorporating the detailed terms and conditions of employment will be issued to you on the date of your joining. You are requested to please submit all the required documents as detailed in the Annexure to this letter.

Please print a hard copy of this offer letter, sign the same, and submit for our records as a token of your acceptance of this offer. Your date of joining will be on or before 01/06/2023

Welcome to Crompton Greaves Consumer Electricals Limited! We look forward to you joining us.

Regards and Best Wishes.

Yours faithfully,
for Crompton Greaves Consumer Electricals Limited

DocuSigned by:

Satyajit Mohanty

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Satyajit Mohanty
VP - HR

Remuneration Statement**Next review on:** 01/04/2024**Opted for Superannuation:** No

| | Proposed p.m. (INR) | Proposed p.a. (INR) | Remarks |
|--|--------------------------------|--------------------------------|--|
| I. Basic Salary | | | |
| Basic | 5,701.00 | 68,412.00 | |
| Cost of Living Allowance | 9,300.00 | 111,600.00 | |
| II. Allowance | | | |
| House Rent Allowance | 7,501.00 | 90,006.00 | |
| Education Allowance | 800.00 | 9,600.00 | |
| Special Allowance | 14,087.00 | 169,043.00 | |
| III. Reimbursements | | | |
| Leave Travel Concession | 500.00 | 6,000.00 | Can be increased by adjusting the same against Special Allowance. Please refer policy for limits |
| Gross Pay (I + II + III) | 37,888.00 | 454,661.00 | Subject to statutory deductions |
| IV. Other benefits (valued) | | | |
| Premium Insurance Scheme | 1,257.00 | 15,079.00 | Employee's contribution towards Insurance benefits mentioned in section VII |
| V. Retirals | | | |
| Provident Fund (@ 12% of basic + CLA) | 1,800.00 | 21,601.00 | Employer's contribution. Employee contribution will be deducted from the gross salary. |
| Gratuity (as per Gratuity Act) | 722.00 | 8,659.00 | Valuation for CTC calculation. Payable only after completion of 5 yrs. of service |
| Fixed Compensation (I + II + III + IV + V) | 41,667.00 | 500,000.00 | |
| VI. Incentive @100% Target Achievement | 0.00 | 0.00 | Payable on quarterly basis or the frequency as decided by the organization |
| Total Remuneration (I + II + III + IV + V + VI) | 41,667.00 | 500,000.00 | |
| VII. Insurance benefits (non-valued) | | | |
| Retention Bonus | 100,000.00 | | Will be paid after successfully completion of two years |
| Group Medical Insurance | 22,917.00 | 275,000.00 | As per company's policy |
| Group Accident Insurance | 166,667.00 | 2,000,000.00 | As per company's policy |
| Group Term Life Insurance | 145,833.00 | 1,750,000.00 | As per company's policy |

Joining Bonus:**Other important points**

- N1. Taxes as applicable, to be borne by the incumbent, as per prevailing tax laws.
- N2. Employee's contribution towards social security will be deducted from the gross pay. The amounts mentioned above are employer's contribution
- N3. Claw-back condition for Joining Bonus: 100% recovery from employee's F&F if separation happens before 12 months; 50% for separation within 24 months.
- N4. Phone Expenses upto Rs. 36,000 P.A. can be claimed as reimbursement against special allowance.
- N5. Retension Bonus will be paid on successful completion of two years

Disclaimer:

The contents of this communication are checked for its correctness. However, in case of any discrepancies in the statement, management reserves the right to correct the communication as per records available with company.
The company schemes for employee benefits as given above, may be amended from time to time

Documents:

I. Mandatory Documents to be carried in original along with a copy, on the date of joining:

- (i) Proof of Birth Date (Birth Certificate)
- (ii) Photocopy of PAN CARD and AADHAAR CARD (Mandatory)
- (iii) Educational Qualification Certificates from 10th Standard to Highest Qualification with Mark Sheets and Degree Certificates
- (iv) Proof of your present emoluments as represented by you, during your recruitment process
- (v) One (2 x 2 inch OR 35 x 45 mm) colour photograph and one scanned photograph in any light coloured professional attire with Red Background
- (vi) All your Experience & Relieving letters

II. Documents for Hospitalization Membership:

The following documents are required to be submitted for Hospitalization Membership:

- (i) Dependent Parent (Mother & Father) Date of Birth Proof with Photograph (Upto the age of 80 years only)
- (ii) Spouse Date of Birth Proof with photograph
- (iii) Children (Max 2) Date of Birth Proof with Photograph (children upto the age of 24 only)

III. Documents for opening Salary Account:

The following documents are required to be submitted for Salary Account Opening:

- (i) Two Colour Photograph (2 x 2 inch OR 35 x 45 mm)
- (ii) Address Proof (Any One) – 1 Copy (Self Attested)
 - a) Passport
 - b) Driving License
 - c) Aadhaar Card
 - d) Electricity Bill Copy (Latest Month)
 - e) Telephone Bill (Latest Month)
 - f) Bank Statement (Latest & Cancelled Cheque) [Co-operative Bank statements not accepted]
 - g) Mobile Bill (Latest Month Bill)
 - h) Election ID/Voter ID Card
- (iii) Photo ID: Any one of the following 1 Copy (With Clear Photo and Self Attested)
 - a) Pan card
 - b) Passport
 - c) Election ID
 - d) Driving License
 - e) Aadhaar Card

Regards and Best Wishes.

Yours faithfully,
for Crompton Greaves Consumer Electricals Limited

DocuSigned by:

Satyajit Mohanty

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Satyajit Mohanty
VP – HR

5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years

| Year | Name of student who has been placed | Program graduated from | Year of graduation | Name of the employer with contact details | Pay package at appointment (in INR per annum) |
|---------|---|------------------------|--------------------|---|---|
| 2022-23 | Anmol Dhage (8855957537) | Computer | 2022-23 | TCS NQT (022 6778 9098) | 7.00 LPA |
| 2022-23 | Khamrate Mayur Sambhaji (9767937346) | Computer | 2022-23 | TCS NQT(022 6778 9098) | 7.00 LPA |
| 2022-23 | Aditya Bhosale (8407964646) | Computer | 2022-23 | TCS NQT(022 6778 9098) | 3.36 LPA |
| 2022-23 | Arjun Mohankumar (9834770194) | Computer | 2022-23 | TCS NQT(022 6778 9098) | 3.36 LPA |
| 2022-23 | Kirti Bagul (9588645964) | Computer | 2022-23 | TCS NQT(022 6778 9098) | 3.36 LPA |
| 2022-23 | Neha Sharma (8669030427) | Computer | 2022-23 | TCS NQT(022 6778 9098) | 3.36 LPA |
| 2022-23 | Shreyas Kulkarni (8999443779) | Computer | 2022-23 | TCS NQT(022 6778 9098) | 3.36 LPA |
| 2022-23 | Tiju Lukose (9175301750) | Computer | 2022-23 | TCS NQT(022 6778 9098) | 3.36 LPA |
| 2022-23 | Meghna Krishnan (9284368585) | Computer | 2022-23 | Veritas Technologies (7757841981) | 12.05 LPA |
| 2022-23 | Surakshit Shivaji Bhalkeshware (7057233675) | Computer | 2022-23 | Veritas Technologies (7757841981) | 12.05 LPA |
| 2022-23 | Vedant Pachpute (9552771784) | Computer | 2022-23 | Veritas Technologies (7757841981) | 12.05 LPA |
| 2022-23 | Neel Chitre (9511819401) | Computer | 2022-23 | Veritas Technologies (7757841981) | 12.05 LPA |
| 2022-23 | Aniket Rayat (7704966813) | Computer | 2022-23 | Coditas Solutions LLP (9766188157) | 6.00 LPA |
| 2022-23 | Snehal Joshi (9665396416) | Computer | 2022-23 | Coditas Solutions LLP (9766188157) | 6.00 LPA |
| 2022-23 | Pratiksha Londase (9112177763) | Computer | 2022-23 | KPIT (020 6652 5000) | 4.50 LPA |
| 2022-23 | Shrikant Bache (7559323167) | Computer | 2022-23 | KPIT (020 6652 5000) | 4.50 LPA |
| 2022-23 | Vineet Totare (8177979398) | Computer | 2022-23 | KPIT (020 6652 5000) | 4.50 LPA |
| 2022-23 | Snehal Joshi (9665396416) | Computer | 2022-23 | KPIT (020 6652 5000) | 4.50 LPA |
| 2022-23 | Pratik Bhagat (9921869922) | Computer | 2022-23 | KPIT (020 6652 5000) | 4.50 LPA |
| 2022-23 | Sahil Sharma (9311777578) | Computer | 2022-23 | KPIT (020 6652 5000) | 4.50 LPA |
| 2022-23 | Deepak Bohara (8856837635) | Computer | 2022-23 | KPIT (020 6652 5000) | 4.50 LPA |
| 2022-23 | Neha Patil (9075954788) | Computer | 2022-23 | KPIT (020 6652 5000) | 4.50 LPA |
| 2022-23 | Anmol Dhage (8855957537) | Computer | 2022-23 | KPIT (020 6652 5000) | 4.50 LPA |
| 2022-23 | Akansha Ramane (9689935137) | Computer | 2022-23 | KPIT (020 6652 5000) | 4.50 LPA |
| 2022-23 | Tiju Lukose (9175301750) | Computer | 2022-23 | KPIT (020 6652 5000) | 4.50 LPA |
| 2022-23 | Mohammed Sami Ashfak MK (9284281332) | Computer | 2022-23 | Crelio Health (080550 80080) | 6.00 LPA |
| 2022-23 | Radhika Gupta (8839928717) | Computer | 2022-23 | Crelio Health (080550 80080) | 6.00 LPA |
| 2022-23 | Neha Sharma (8669030427) | Computer | 2022-23 | Crelio Health (080550 80080) | 6.00 LPA |
| 2022-23 | Shreyas Ajay Kulkarni (8999443779) | Computer | 2022-23 | Crelio Health (080550 80080) | 6.00 LPA |
| 2022-23 | Vivekanand Birendra Singh (9324129480) | Computer | 2022-23 | Sankey Business Solution Pvt. Ltd. (082916 45656) | 4.00 LPA |
| 2022-23 | Gaurav Tejli (7028696992) | Computer | 2022-23 | Wipro Ltd. (020 2293 3700) | 3.50 LPA |
| 2022-23 | Aishwarya Bagal (8080165656) | Computer | 2022-23 | Wipro Ltd. (020 2293 3700) | 3.50 LPA |
| 2022-23 | VIKAS DAIN (8855990718) | Computer | 2022-23 | Wipro Ltd. (020 2293 3700) | 3.50 LPA |
| 2022-23 | Anikta Kumari (8789357739) | Computer | 2022-23 | Worldline India (022 6652 8600) | 6.00 LPA |
| 2022-23 | Arpit Agarwal (7350881621) | Computer | 2022-23 | Worldline India (022 6652 8600) | 6.00 LPA |
| 2022-23 | Hiren Bharat Dolsiya (7972951752) | Computer | 2022-23 | Worldline India (022 6652 8600) | 6.00 LPA |
| 2022-23 | Khan Aftan Wasil Hasan (9130886949) | Computer | 2022-23 | Worldline India (022 6652 8600) | 6.00 LPA |
| 2022-23 | Yash Tanna (9421710055) | Computer | 2022-23 | Worldline India (022 6652 8600) | 6.00 LPA |
| 2022-23 | Sukanya Patil (9175508091) | Computer | 2022-23 | Worldline India (022 6652 8600) | 6.00 LPA |
| 2022-23 | Abhinav Maindare (9823809939) | Computer | 2022-23 | Worldline India (022 6652 8600) | 6.00 LPA |
| 2022-23 | Sakshi Kadale (7040085963) | Computer | 2022-23 | Worldline India (022 6652 8600) | 6.00 LPA |
| 2022-23 | Vighnesh Sanjay Dalvi (7420064257) | Computer | 2022-23 | INFOCENTER (020 6748 1400) | 4.00 LPA |
| 2022-23 | Anikta Kumari (8789357739) | Computer | 2022-23 | Taliun (020 6723 6382) | 3.20 LPA |
| 2022-23 | Aditya Prakash Bhosale (8407964646) | Computer | 2022-23 | NTT Data (020 6709 5600) | 5.00 LPA |
| 2022-23 | Anikita Haribhau Shelke (9960764366) | Computer | 2022-23 | NTT Data (020 6709 5600) | 5.00 LPA |
| 2022-23 | Kalyani Netaji Rajebhosale (8624071784) | Computer | 2022-23 | NTT Data (020 6709 5600) | 5.00 LPA |
| 2022-23 | Yadnali Ravindra Behere (7709401078) | Computer | 2022-23 | NTT Data (020 6709 5600) | 5.00 LPA |
| 2022-23 | Vishlesh Gathe (7020745028) | Computer | 2022-23 | Sell.do (020 6689 5949) | 5.00 LPA |
| 2022-23 | Mohammed Sami Ashfak MK (9284281332) | Computer | 2022-23 | SAS (020 4911 8888) | 9.50 LPA |
| 2022-23 | Khan Aftan Wasil Hasan (9130886949) | Computer | 2022-23 | Rudder Analytics (8483803132) | 4.80 LPA |
| 2022-23 | VISHWAJEET VYANKET BIRAJDAR (9834864794) | Computer | 2022-23 | Jade Global (020 6612 8200) | 3.85 LPA |
| 2022-23 | Vaibhav Parmar (9923406819) | Computer | 2022-23 | Jade Global (020 6612 8200) | 3.85 LPA |
| 2022-23 | Vaishnavi Jagtap (8999838332) | Computer | 2022-23 | Jade Global (020 6612 8200) | 3.85 LPA |
| 2022-23 | Arpita Chavan (902500729) | Computer | 2022-23 | Jade Global (020 6612 8200) | 3.85 LPA |
| 2022-23 | Hershvardhan pol (7666958187) | Computer | 2022-23 | eScan (022 6772 2911) | 3.00 LPA |
| 2022-23 | Rakshit Roshan (9709203002) | Computer | 2022-23 | eScan (022 6772 2911) | 3.00 LPA |
| 2022-23 | Onkar Anil Shinde (7887959729) | Computer | 2022-23 | SYSTOOLS SOFTWARE Pvt. Ltd. (095824 28043) | 3.00 LPA |
| 2022-23 | Sakshi Ingawale (9518573758) | Computer | 2022-23 | True Elements (7757979877) | 3.50 LPA |
| 2022-23 | Ritu Dattatray Shinde (9634766258) | Computer | 2022-23 | FORVIA Faurecia (7420865886) | 2.16 LPA |
| 2022-23 | Surakshit Shivaji Bhalkeshware (7057233675) | Computer | 2022-23 | Data Axle (8055825667) | 5.00 LPA |
| 2022-23 | Simran Narayani (7350406020) | Computer | 2022-23 | Provakil (9175448085) | 3.40 LPA |
| 2022-23 | Saloni Pardeshi (9850099323) | Computer | 2022-23 | Provakil (9175448085) | 3.40 LPA |
| 2022-23 | Vineet Totare (8177979398) | Computer | 2022-23 | Searce (9892288500) | 5.00 LPA |
| 2022-23 | Dipak Subugade (8805859984) | Mechanical | 2022-23 | Bridgestone India Pvt. Ltd (02135 672 000) | 3.50 LPA |
| 2022-23 | Vedant Zarkar (7276497675) | Mechanical | 2022-23 | Bridgestone India Pvt. Ltd (02135 672 000) | 3.50 LPA |
| 2022-23 | Rohan Takale (7058998968) | Mechanical | 2022-23 | Bridgestone India Pvt. Ltd (02135 672 000) | 3.50 LPA |
| 2022-23 | Piyush Hule (9405852814) | Mechanical | 2022-23 | Blue Star India Ltd (40) 4400 4000) | 6.00 LPA |
| 2022-23 | Vivek Rana (8999467125) | Mechanical | 2022-23 | Samson Controls Private Limited (8554997967) | 3.00 LPA |
| 2022-23 | Aaryn Tayade (8699769972) | Mechanical | 2022-23 | Samson Controls Private Limited (8554997967) | 3.00 LPA |
| 2022-23 | Mruganesh Sonar (9834981987) | Mechanical | 2022-23 | Samson Controls Private Limited (8554997967) | 3.00 LPA |
| 2022-23 | Apeksha Sunil Deshpande (9881622183) | Mechanical | 2022-23 | Force Motors (20-27476381) | 3.00 LPA |
| 2022-23 | Vivek Arun Rana (8999467125) | Mechanical | 2022-23 | Force Motors (20-27476381) | 3.00 LPA |



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|---------|--|------------|---------|--|----------|
| 2022-23 | Aaryan Nitin Tayade (8698769972) | Mechanical | 2022-23 | Force Motors (20-27476381) | 3.00 LPA |
| 2022-23 | Takale Rohan Revannath (7058998968) | Mechanical | 2022-23 | Force Motors (20-27476381) | 3.00 LPA |
| 2022-23 | Abhishek Madhukar Bhosale (7718827373) | Mechanical | 2022-23 | Force Motors (20-27476381) | 3.00 LPA |
| 2022-23 | Aayush Hole (7507984617) | Mechanical | 2022-23 | Force Motors (20-27476381) | 3.00 LPA |
| 2022-23 | Sanket Ghadge (8855816970) | Mechanical | 2022-23 | Force Motors (20-27476381) | 3.00 LPA |
| 2022-23 | Shreejay Pradeep Thorat (9284365942) | Mechanical | 2022-23 | Force Motors (20-27476381) | 3.00 LPA |
| 2022-23 | Ganesh Sirsat (7774983807) | Mechanical | 2022-23 | Force Motors (20-27476381) | 3.00 LPA |
| 2022-23 | Rishikesh R Mandhave (9619973459) | Mechanical | 2022-23 | Force Motors (20-27476381) | 3.00 LPA |
| 2022-23 | Kajal More (7770083694) | Mechanical | 2022-23 | Force Motors (20-27476381) | 3.00 LPA |
| 2022-23 | Monesh Kshirsagar (9370776959) | Mechanical | 2022-23 | Force Motors (20-27476381) | 3.00 LPA |
| 2022-23 | Vivek Tadake (9130621949) | Mechanical | 2022-23 | Force Motors (20-27476381) | 3.00 LPA |
| 2022-23 | SAURABH RAMESH MAHALANKAR (9284060812) | Mechanical | 2022-23 | Hettich India Pvt. Ltd. (011 48894037) | 4.25 LPA |
| 2022-23 | Raj Pramod Patil (7378328064) | Mechanical | 2022-23 | Polyrub Cooper Standard FTS Pvt. Ltd (02135 665 992) | 3.24 LPA |
| 2022-23 | Sanket Vilas Ghadge (8855816970) | Mechanical | 2022-23 | Polyrub Cooper Standard FTS Pvt. Ltd (02135 665 992) | 3.24 LPA |
| 2022-23 | Dipak Subugade (8805859984) | Mechanical | 2022-23 | JBM Group (0124 467 4500) | 3.24 LPA |
| 2022-23 | Rahul Bhavsar (7057891076) | Civil | 2022-23 | SMEC (0124-4501100) | 5.90 LPA |
| 2022-23 | Anjali Kavare (7219628343) | Civil | 2022-23 | Knestaluform (8956340422) | 3.00 LPA |
| 2022-23 | Narwade Vaishnavi Annasabhe (8080751501) | Civil | 2022-23 | Knestaluform (8956340422) | 3.00 LPA |
| 2022-23 | Swani Rohit Mallaya (7276968854) | Civil | 2022-23 | Knestaluform (8956340422) | 3.00 LPA |
| 2022-23 | Abhilasha Bhoj (7038183373) | Civil | 2022-23 | Knestaluform (8956340422) | 3.00 LPA |
| 2022-23 | Akanksha Srivastava (9168945164) | Civil | 2022-23 | Merkle Sokrati (A dentsu Company) (022 6652 7300) | 4.00 LPA |



| 5.2.1 Number of placement of outgoing students during the year | | | | |
|--|--|------------------------|---|----------------------------|
| Year | Name of student placed and contact details | Program graduated from | Name of the employer with contact details | Pay package at appointment |
| 2022-23 | NIKHIL SHANTARAM WANI (7264809529) | MCA | TATA Consultancy Services Limited (TCSL). (022 6778 9098) | 1.90 LPA |
| 2022-23 | RAJ PRAVINBHAI POKAR (9673324077) | MCA | LTI Mindtree (080-6706 4000) | 14 LPA |
| 2022-23 | INGALE ABHISHEK HARI (9860579893) | MCA | TATA Consultancy Services Limited (TCSL). (022 6778 9098) | 2 LPA |
| 2022-23 | POL GAURAV DAYANAND (9730106729) | MCA | Mobiloitte (099995 25801) | 2.10-3 LPA |
| 2022-23 | JUNDARE REVATI MANGESH (8208478239) | MCA | Capgemini Technology Services India Limited ((020 3984 2581)) | 2.75 LPA |
| 2022-23 | NILESH SHESHRAO WANJARI (8446793617) | MCA | SysTools Software Pvt. Ltd (095824 28043) | 3 LPA |
| 2022-23 | KALYANE KIRAN GANESHRAO (9730708710) | MCA | Talium, Pune (20 6723 6382) | 3.2 LPA |
| 2022-23 | WAWDHANE PRANAV PRAMODRAO (9011960533) | MCA | Talium, Pune (20 6723 6382) | 3.2 LPA |
| 2022-23 | KAHIRNAR PIYUSH NANDKUMAR (8308002130) | MCA | IncubXperts, Nanded City, Pune (820 810 7030) | 3.6 LPA |
| 2022-23 | ASHWIN KUMAR (7840881415) | MCA | IncubXperts, Nanded City, Pune (820 810 7030) | 3.6 LPA |
| 2022-23 | PISE HIMANSHU VASANTRAO (9011416445) | MCA | Harbinger System pvt. Ltd, Pune (820 810 7030) | 3.75 LPA |
| 2022-23 | PUNEET SINGH BIJJAN (8120757841) | MCA | Amonex Technologies Pvt. Ltd (077389 96740) | 3.96 LPA |
| 2022-23 | BHALERAO CHANDRAKANT PUNJA (9284475436) | MCA | Sankey Solutions Private Limited Thane, Mumbai (082916 45656) | 4 LPA |
| 2022-23 | KOLI SAGAR KISHOR (8459744680) | MCA | Microworld , Mumbai (022 28265701) | 4 LPA |
| 2022-23 | INGLE ANUJA MANIKRAO (9096033678) | MCA | Bluepineapple – Pune (800 210 6206) | 4 LPA |
| 2022-23 | KISHOR DUNDAPPA BANAGE (9657795629) | MCA | Magic Software Enterprises, Pune (020 4102 2022) | 4 LPA |
| 2022-23 | NEHE AMIT BALASAHEB (9325929635) | MCA | InBetween (44124927049) | 4.2 LPA |
| 2022-23 | KHANDELWAL BHAVESH GIRDHARI (9370075813) | MCA | InBetween (44124927049) | 4.2 LPA |
| 2022-23 | KOLHE ADITI ANILRAO (9370518621) | MCA | InBetween (44124927049) | 4.2 LPA |
| 2022-23 | ARJUN VIJAY SINGH (9112341148) | MCA | InBetween (44124927049) | 4.2 LPA |
| 2022-23 | KATRI OMINI RAMCHANDRA (7249895326) | MCA | Deloitte Hyderabad (020 6624 4600) | 4.5 LPA |
| 2022-23 | GEDEWAD AISHWARYA VINOD (9579797069) | MCA | Deloitte Hyderabad (020 6624 4600) | 4.5 LPA |
| 2022-23 | PARDESHI VANSHIKA AJAY (9373385984) | MCA | Deloitte Hyderabad (020 6624 4600) | 4.5 LPA |
| 2022-23 | MERAJ ANSARI (6393253867) | MCA | Deloitte Hyderabad (020 6624 4600) | 4.5 LPA |
| 2022-23 | VEDIKA VISHWAKARMA (6306549789) | MCA | Deloitte Hyderabad (020 6624 4600) | 4.5 LPA |
| 2022-23 | JAI KUMAR MULANI (8559951988) | MCA | Magic software enterprise (020 4102 2022) | 4.5 LPA |
| 2022-23 | SHARMA ROHAN GANESH (9730394983) | MCA | Krista Software (8390814282) | 5-7 LPA |



5.2.1 Number of placement of outgoing students during the year 2022-23

| Year | Name of student placed and contact details | Program graduated from | Name of the employer with contact details | Pay packa |
|---------|--|------------------------|---|-----------|
| 2022-23 | Kumavat Rushikesh Sanjay(8408904612) | MBA | Global Market Insights (+91-888-689-0688) | 5.28LPA |
| 2022-23 | VAISHNAV BHAGYASHREE (8459751260) | MBA | Deloitte (020 6624 4600) | 7.6 LPA |
| 2022-23 | PRAVIN CHHAGANLAL GAIDHANE 8857869606 | MBA | Bajaj Allianz General Insurance (BAGIC)(2066026666) | 6.6 LPA |
| 2022-23 | JADHAV AKSHAYKUMAR (7058072317) | MBA | HCL Technologies LTD (206125000) | 13.99 LPA |
| 2022-23 | GUNJAL VAIBHAV SHRAVAN (9850247743) | MBA | Piramal Capital & Housing Finance Limited (+912238024000) | 7.5 LPA |
| 2022-23 | VIGHNESH V MANKAR (9168112399) | MBA | Piramal Capital & Housing Finance Limited (+912238024000) | 7.5 LPA |
| 2022-23 | BAGATE SAMEER NAVNATH (9604979180) | MBA | Lobo Staffing Solutions Pvt Ltd (+912266297800) | 4.59 LPA |
| 2022-23 | PALAK JAISWAL (7620916911) | MBA | PNB MetLife India Insurance Co. Ltd | 6 LPA |
| 2022-23 | APURVA S CHAVAN (7719956312) | MBA | SBI Mutual Fund (18004255425) | 7.5 LPA |
| 2022-23 | SHASHI PRAKASH (7289986911) | MBA | Bajaj Consumers(+9102942561631) | 4.8 LPA |
| 2022-23 | SHREYA RAJENDRA SHIRSATH (9923944436) | MBA | AU Small Finance Bank (180012001500) | 5.0 LPA |
| 2022-23 | SHUBHAM RAJENDRA YENAGE (8605653276) | MBA | StockHolding (9922633633) | 3 LPA |
| 2022-23 | SONALI RAVINDRA SORTE (7058391296) | MBA | HDFC Bank (+919426792001) | 3.15 LPA |
| 2022-23 | NOOPURA NARENDRA KULKARNI (7719916770) | MBA | LTI Mindtree (020 6657 1212) | 4.5LPA |
| 2022-23 | BRAHMANKAR VAISHNAVI KISHOR (9607244954) | MBA | Global Market Insights (+91-888-689-0688) | 5.28 LPA |
| 2022-23 | NAIK AJINKYA RAMESH(7276487466) | MBA | Surya Financial Technologies LTD(08035552767) | 6 LPA |
| 2022-23 | KATORE ROHAN SANJAY (9545469527) | MBA | Kolte Patil Developers(+91(20)66778899) | 4.5 LPA |
| 2022-23 | JADHAV SHUBHAM SEETARAM (9145516191) | MBA | Tata Technologies(+912066529090) | 5.95 LPA |
| 2022-23 | PAWAR NIKITA PRAFULLA (8623099380) | MBA | ANZ Bank(022 3362 0235) | 6 LPA |
| 2022-23 | WAYAL CHETAN RABHAI (8888230887) | MBA | Cogoport (080 6842 2600) | 5 LPA |
| 2022-23 | SHREEYANSH SHIRSATH (8805163555) | MBA | Crompton Greaves Consumer Electrical Ltd(+91 61678499) | 5LPA |
| 2022-23 | BHANDARE SHANKARKUMAR (8275112045) | MBA | Berger Paints (22299724-28) | 7.95 LPA |
| 2022-23 | MADGUNAKI ONKAR RAMESH(9075583646) | MBA | Darashaw (+912243022222) | 4.5 LPA |
| 2022-23 | PINKU PRADHAN (9765948034) | MBA | ANZ Bank(022 3362 0235) | 6 LPA |
| 2022-23 | KARAN SURYAWANSHI (9359924690) | MBA | SBI Mutual Funds (+912261793000) | 5.60 LPA |
| 2022-23 | GHATUL KRISHNA TRIMBAK (9960817024) | MBA | Ujjivan Small Finance Bank (+918040712121) | 4.5 LPA |
| 2022-23 | MANISH CHAUDHARI (8806203932) | MBA | TCS (+912066087777) | 5.79 LPA |
| 2022-23 | PARAJVAL YELPALE (9370708301) | MBA | Vodafone Idea Ltd(9702004142) | 5.5 LPA |
| 2022-23 | METKARI SURAJ BHIVA (7057154656) | MBA | Ujjivan Small Finance Bank (+918040712121) | 11.25 LPA |
| 2022-23 | ASHISH SINGH (8964981447) | MBA | Motilal Oswal Financial services (+912239804200) | 10 LPA |
| 2022-23 | WALKE CHINMAY CHINTAMAN (9325465067) | MBA | UTI AMC Ltd(022-66786666) | 7.96 LPA |
| 2022-23 | SAMRUDDHI SATISH PHALNIKAR (7744017883) | MBA | School Shop Pvt Ltd | 3.6 LPA |
| 2022-23 | PATIL AVADHUT AVINASH (9834028029) | MBA | TCS (+912066087777) | 5.8 LPA |
| 2022-23 | PATKAR OMKAR KISHOR (9145287456) | MBA | Poonawalla Fincorp (1800 266 3201) | 6 LPA |
| 2022-23 | SURVE AAKANKSHA UMESH (8007631022) | MBA | KSb Ltd (+912266588787) | 3.6 LPA |
| 2022-23 | MORE AISHWARYA AMARNATH (7767844903) | MBA | SPRYIQ Technologies Pvt Ltd (098509 71566) | 2.4 LPA |
| 2022-23 | HARSH KUMAR MESHRAM (7083126921) | MBA | ANZ Bank(022 3362 0235) | 6 LPA |
| 2022-23 | BRAMHANKAR GAURAV (9665938515) | MBA | Vodafone Idea Ltd (9702004142) | 6.30 LPA |
| 2022-23 | SAKSHI NANDANWAR (6232690046) | MBA | Leadsquared (080-67330913) | 10 LPA |
| 2022-23 | FAIZAL ASHFAQE SHAIKH (7798020868) | MBA | SBI Mutual Funds (+912261793000) | 7.37 LPA |
| 2022-23 | ANAMIKA KUMARI (6206970008) | MBA | Grand View Research (020-65201090) | 6.57 LPA |



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