

To

The Director of Factories

Hyderabad, Govt of Telangana.

Respected Sir,

Sub: request for Approval and ratification of Welfare Officer under Section 49 and Rule 76-B,
Under factories Act 1948 and Telangana Factories Rules 1950-Reg

Ref: -Appointment letter for post of welfare officer of M/s. Premier Energies International Private Limited. S-95, S-96, S-100, S-101, S-102, S-103 & S-104, E-city, Raviryala, Maheshwaram, Ranga Reddy - 501359.

We of M/s. Premier Energies International Private Limited. S-95, S-96, S-100, S-101, S-102, S-103 & S-104, E-city, Raviryala, Maheshwaram, Ranga Reddy - 501359, is a registered private limited company incorporated in the year 2022 and is involved manufacturing of photo voltaic cells and modules.

Our organization is registered under factories act 1948, bearing registration no: 103746 and employing around 950 workers including workmen, contract and casual workers on daily basis in general and three shifts.

Keeping in view with the rules in vogue, the management has appointed a Qualified Welfare Officer to look into the aspect of maintaining harmonious relations between the management and workers, looking into the grievance of workers, advice then management of their obligations, statutory regulations of various departments and welfare of the workers therein. In this regard the management has constituted a panel of committee members wherein the committee has interviewed the candidates who have applied for the post of welfare officer based on the advertisement in two local dailies in Telugu and English Languages.

The Committee members have selected Sri. Jainu Sateesh is suitable for the post of welfare officer who has a Master of Human Resource Management from Andhra University and has worked in various firms, having sufficient experience, we are also enclosing the particulars of qualifications and details of salary etc. for your perusal.

In view of above submission, we request that, Sri. Jainu Sateesh may be ratified for the post of welfare officer under Sec 49 and rule 76-B.

MFG. UNIT & REGD. OFFICE:

PLOT NO. 8/B/1&2, E-CITY (FAB CITY)
MAHESHWARAM MANDAL, RAVIRYALA VILLAGE
RANGA REDDY DISTRICT-501359
TELANGANA, INDIA

CORPORATE OFFICE:

8th FLOOR, ORBIT TOWER 1
SY.NO. 83/1, HYDERABAD KNOWLEDGE CITY
TSIIC, RAIDURGAM, HYDERABAD- 500081
TELANGANA, INDIA

MANUFACTURING UNIT-II

S-100 TO S-104, E-CITY,
MAHESHWARAM MANDAL,
RAVIRYALA VILLAGE, K.V.RANGAREDDY DISTRICT,
TELANGANA-501359

We as responsible corporate management shall abide by the advice of the inspecting authority as per law and request you sir to kindly accord your ratification and permission.

Thanking you sir

Yours Faithfully



(Mohan Preet Singh Khurana)

Occupier

Enclosures

1. Qualification Documents
2. News Paper advertisement
3. Appointment Orders and Joining reports, interviewed candidates list.

CC to :

1. Deputy Chief Inspector of factories, Hyderabad
2. Deputy Commissioner of Labour, Ranga Reddy

REGISTERED OFFICE & MFG UNIT-I:

PLOT NO. 8/B/1 AND 8/B/2, E-CITY,
MAHESHWARAM MANDAL,
RAVIRYALA VILLAGE,
K.V.RANGAREDDY DISTRICT,
TELANGANA- 501359.

CORPORATE OFFICE:

8th FLOOR, ORBIT TOWER 1
SY.NO. 83/1, HYDERABAD KNOWLEDGE CITY
TSIC, RAIDURGAM, HYDERABAD- 500081
TELANGANA, INDIA

MANUFACTURING UNIT-II

S-100 TO S-104 , E-CITY,
MAHESHWARAM MANDAL,
RAVIRYALA VILLAGE, K.V.RANGAREDDY DISTRICT,
TELANGANA- 501359 AND

Board of Secondary Education ANDHRA PRADESH

KP 01-0000



Tika 7/11/309
6-12-2017



REGULAR

PC/06/05029/070084/5

SECONDARY SCHOOL CERTIFICATE

CERTIFIED THAT

JAINU SATEESH

bearing Roll No **1006126702**

S/O JAINU ESWARA RAO
belongs to **Z P HIGH SCHOOL - LAKKAVARAPUKOTA**

has appeared and PASSED SSC EXAMINATION held in MARCH 2010 in **C1 GRADE**
with **TELUGU** as medium of instruction.

DATE OF BIRTH		DAY	MONTH	YEAR
	21/07/1995	TWO ONE	JULY	ONE NINE NINE FIVE

THE CANDIDATE SECURED THE FOLLOWING PERCENTAGE OF MARKS

SUBJECT	Marks Secured (in figures)	Marks Secured (in words)	Positional Grade
FIRST LANGUAGE : (TELUGU)	90	NINE ZERO	A1
THIRD LANGUAGE : ENGLISH	52	FIVE TWO	C2
MATHEMATICS :	62	SIX TWO	C1
GENERAL SCIENCE :	76	SEVEN SIX	B1
SOCIAL STUDIES :	81	EIGHT ONE	B1
TOTAL :	361	THREE SIX ONE	
SECOND LANGUAGE : (HINDI)	37	THREE SEVEN	C2
GRAND TOTAL :	398	THREE NINE EIGHT	C1

Life Skills Education : **GRADE SECURED :**

Marks of Identification :
1. A MOLE ON THE RIGHT HEEL.
2. A MOLE ON THE FORE HEAD.

Head of Institution
with School Seal
LAKKAVARAPUKOTA
Date of Issue : 25-08-2010
Lakkavarapukota Dist

SECRETARY
BOARD OF SECONDARY EDUCATION
A P, HYDERABAD

1. Life Skills Education : The Grade shall be incorporated by the respective Head of the Institution before delivery of the certificate to the candidates.
2. Any correction in the certificate will not be entertained after one year from the date of issue.
3. Any unauthorised correction in the certificate will result in cancellation of certificate.
4. The Marks with asterisk indicate the old marks secured in previous appearances.

2010



24/24142/L848790

Sl.No. **L848790**

Board of Intermediate Education, A. P.

Vidya Bhavan, Nampally, Hyderabad - 500 001



INTERMEDIATE PASS CERTIFICATE CUM MEMORANDUM OF MARKS

This is to certify that **JAINU SATEESH**

Son

of **ESWARARAO**

bearing

Registered No. **1224220196**

has appeared at the Intermediate Public

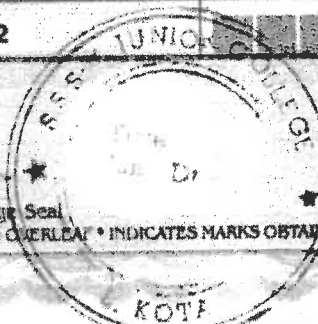
Examination held in **MAY-2012**and passed in **B GRADE**with **TELUGU**

as the Medium of Instruction.

The subjects in which he was examined and the marks awarded are as follows :

Subject	I Year		II Year		
	Maximum Marks	Marks Secured	Maximum Marks	Marks Secured	
Part - 1 : ENGLISH	100	054	100	071	
Part - 2 : TELUGU	100	095	100	084	
Part - 3 : Optional Subjects	ECONOMICS	100	071	100	083
	COMMERCE	100	069	100	057
	CIVICS	100	055	100	066
	ENVIRONMENTAL EDUCATION	Q U A L I F I E D			
Total Marks In Figures	705 ➡ 705				
In words	*SEVEN**ZERO***FIVE*				
Date	16-06-2012				

B.G. Sankar
Principal 16/9/12
S.R. JUNIOR COLLEGE
Signature of the Principal and College Seal
NOTE: ELIGIBILITY RULES AND OVERLEAF * INDICATES MARKS OBTAINED AT AN EARLIER EXAMINATION



M. Sankar
Controller of Examinations

1224220196

Sl.No. 013188

క్రమసంఖ్య



BCOMVRM-15

NAAC
A-GRADE

Register No.

రిజిస్టర్ నెం.

112147604017

ANDHRA UNIVERSITY

ఆంధ్ర విశ్వకళాపరిషత్



FACULTY OF COMMERCE

ఫ్యాకల్టీ ఆఫ్ కామర్స్

This is to certify that

భవీకరణ

Mr./Ms.

JAINU SATEESH

శ్రీ/శ్రీమతి/మహారి

Son/Daughter of

JAINU ESWARA RAO

కుమారుడు/కుమార్తె

has been duly admitted to the Degree of **Bachelor of Commerce**బ్యాచులర్ ఆఫ్ కామర్స్ (వోకేషనల్ రివైజ్డ్) పట్టా ప్రధానానికి అర్హత పొందినందున **(Vocational-Revised)**

in this University he/she having been declared to have passed the examination prescribed therefor as follows :

ఈ విశ్వవిద్యాలయం నుంచి క్రింద పూర్తిచేసిన విధంగా అతడు/ఆమె పట్టాకు విధిచేయబడిన పరీక్షలో ఉత్తీర్ణత పొందినట్లు ప్రకటించబడింది.

Month & Year of Passing ఉత్తీర్ణత పొందిన నెం. సంవత్సరం	Subjects అభ్యసించిన అంశాలు	Class Awarded పొందిన శ్రేణి	Medium మాధ్యమం
MAR. 2015	ENGLISH TELUGU FOUNDATION COURSE ENVIRONMENTAL STUDIES COMPUTER COURSE/SKILLS Commerce Subjects with Vocational Course : COMPUTER APPLICATIONS	FIRST	TELUGU

ANDHRA UNIVERSITY ANDHRA UNIVERSITY ANDHRA UNIVERSITY ANDHRA UNIVERSITY ANDHRA UNIVERSITY

Given under the Seal of the University

విశ్వవిద్యాలయం అధికార ముద్రతో తారినట్లుగా ఉంది.

Visakhapatnam, A.P., India.

విశాఖపట్టణం, ఆంధ్రప్రదేశ్, భారతదేశము

Date :

06-07-2016

Controller of Examinations

పరీక్షల నిర్వహణాధికారి

Sl. No. 00695

Register No. 115248019017
రిజిస్టర్ నెం.



MHRM/0001/2013

NAAC
A-Grade

ANDHRA UNIVERSITY ఆంధ్ర విశ్వకళాపరిషత్



FACULTY OF ARTS

ఫ్యాకల్టీ ఆఫ్ ఆర్ట్స్

This is to certify that

పురివికరణ

JAINU SATEESH

Mr./Ms.

శ్రీ/శ్రీమతి/కుమారి

JAINU ESWARA RAO

Son/Daughter of

కుమారుడు/కుమార్తె

has been duly admitted to the Degree of **Master of Human Resource Management**

మాస్టర్ ఆఫ్ హ్యూమన్ రిసోర్స్ మేనేజ్మెంట్ పట్టాప్రదానానికి అర్హతపొందినందున

in this University he/she having been declared to have passed the examination prescribed therefor as follows :

ఈ విశ్వవిద్యాలయం నుండి క్రింద పూర్తిచేసిన విధంగా అతడు/ఆమె పట్టాకు నిర్దేశించిన పరీక్షలో ఉత్తీర్ణత పొందినట్లు ప్రకటించబడింది:

Month & Year of Passing ఉత్తీర్ణత పొందిన నెం, సంవత్సరం	Subjects అభ్యసించిన అంశాలు	Class Awarded పొందిన గ్రేడ్
NOVEMBER 2018	ORGANISATIONAL CHANGES & DEVELOPMENT	FIRST CLASS

ANDHRA UNIVERSITY ANDHRA UNIVERSITY ANDHRA UNIVERSITY ANDHRA UNIVERSITY ANDHRA UNIVERSITY ANDHRA UNIVERSITY

Given under the Seal of the University

విశ్వవిద్యాలయ అధికార ముద్రతో కారితీయబడినది.

Visakhapatnam, A.P, India

విశాఖపట్టణము, ఆంధ్రప్రదేశ్, భారతదేశము.

Date

తేది

22-02-2020

Registrar

రిజిస్ట్రార్

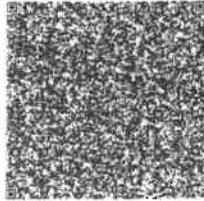


భారత ప్రభుత్వం
Government of India

భారత విశిష్ట గుర్తింపు ప్రాధికార సంస్థ
Unique Identification Authority of India

రిజిస్ట్రేషన్/Enrolment No.: 2052/42360/00461

To
శ్రీమ సత్య
Jainu Sateesh
S/O Jainu Eswara Rao,
H No 1-32,
Main Road,
Lakkavarapukota Mandalam,
VTC: Lakkavarapukota Seetharampuram,
PO: Seetharampuram,
Sub District: Lakkavarapukota,
District: Vizianagaram,
State: Andhra Pradesh,
PIN Code: 535161,
Mobile: 9394149214



మీ ఆధార్ సంఖ్య / Your Aadhaar No. :

4961 7275 9310

నా ఆధార్. నా గుర్తింపు



భారత ప్రభుత్వం
Government of India



శ్రీమ సత్య
Jainu Sateesh
పుట్టిన తేదీ/ DOB: 21/07/1995
పురుషుడు/ MALE

ఆధార్ అనేది గుర్తింపు మాత్రమే మాత్రమే. పౌరసత్వం లేదా పుట్టిన తేదీ కి కాదు. ఇది ప్రత్యేకంగా మాత్రమే ఉపయోగించాలి (అన్లైన్ ప్రమాణీకరణ లేదా QR కోడ్ / అన్లైన్ ఓఎల్ యుఆర్ ట్యూనింగ్).
Aadhaar is proof of identity, not of citizenship or date of birth. It should be used with verification (online authentication, or scanning of QR code / offline XML).

4961 7275 9310

నా ఆధార్. నా గుర్తింపు



Government of India



సమాచారము / INFORMATION

- ఆధార్ అనేది గుర్తింపు మాత్రమే, పౌరసత్వం లేదా పుట్టిన తేదీ కాదు. పుట్టిన తేదీ అనేది ఆధార్ సంఖ్య చొప్పున సమర్పించిన నివాసనివాసలో పెర్మెన్ట్ పుట్టిన తేదీ పత్రం యొక్క మాత్రమే ఆధారం వార్షిక ఇన్ సమాచారం అధికారికంగా ఉంటుంది.
- ఈ ఆధార్ లేటరు UIDAI నియమించిన ప్రమాణీకరణ ఏజెన్సీ వార్షిక అన్లైన్ ప్రమాణీకరణ వార్షిక లేదా యూఆర్ ట్యూనింగ్ అందుబాటులో ఉన్న mAadhaar లేదా ఆధార్ ఓఆర్ స్కాన్ చేర్చుకోవడం ద్వారా మరలించి ఉపయోగించి లేదా www.uidai.gov.inలో అందుబాటులో ఉన్న సురక్షిత ఓఆర్ కోడ్ కేంద్ర యూఆర్ ట్యూనింగ్ ఓఆర్ కోడ్ స్కాన్ చేర్చుకోవడం ద్వారా సమర్పించాలి.
- ఆధార్ ప్రత్యేకమైనది మరియు సురక్షితమైనది.
- ఆధార్ నియమించిన తేదీ నుండి ప్రతి 10 సంవత్సరాల తర్వాత గుర్తింపు మరియు నియమానుసరితంగా సవరించబడిన పత్రాలతో ఆధార్ ను సరిదిద్దాలి.
- వివిధ ప్రభుత్వ మరియు ప్రభుత్వ ప్రయోజనాలకు / సేవలను పొందడంలో ఆధార్ మీకు సహాయపడుతుంది.
- మీ మొదటి సంఖ్య మరియు ఈ-మెయిల్ వంటివి ఆధార్ లో అందించే విషయాలే.
- ఆధార్ సేవలను పొందేందుకు mAadhaar యాప్ ను డౌన్లోడ్ చేసుకోండి.
- ఆధార్ / బయోమెట్రిక్స్ ఉపయోగించేందుకు ప్రధాన నిర్దేశించబడిన బాక్స్ / అప్లికేషన్స్ / బయోమెట్రిక్స్ పేజీలో ఉపయోగించండి.
- ఆధార్ ను కేవల సంఖ్యలు తప్పనిసరిగా సమగ్ర పొందేందుకు ఉంటుంది
- Aadhaar is proof of identity, not of citizenship or date of birth (DOB). DOB is based on information supported by proof of DOB document specified in regulations, submitted by Aadhaar number holder.
- This Aadhaar letter should be verified through either online authentication by UIDAI-appointed authentication agency or QR code scanning using mAdhaar or Aadhaar QR Scanner app available in app stores or using secure QR code reader app available on www.uidai.gov.in.
- Aadhaar is unique and secure.
- Documents to support identity and address should be updated in Aadhaar after every 10 years from date of enrolment for Aadhaar.
- Aadhaar helps you avail of various Government and Non-Government benefits/services.
- Keep your mobile number and email id updated in Aadhaar.
- Download mAdhaar app to avail of Aadhaar services.
- Use the feature of Lock/Unlock Aadhaar/biometrics to ensure security when not using Aadhaar/biometrics.
- Entities seeking Aadhaar are obligated to seek consent.

9394149214

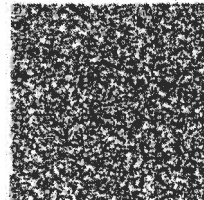


భారత ప్రభుత్వం
Unique Identification Authority of India



వివరాలు:
S/O శ్రీమ ఈశ్వర రావు, ఇంట నెం 1-32, మెయిన్ రోడ్,
లక్కవరపుకొటా మండలం, సీతారామపూర్, విజయనగరం,
ఆంధ్ర ప్రదేశ్ - 535161

Address:
S/O Jainu Eswara Rao, H No 1-32, Main Road, Lakkavarapukota Mandalam, Lakkavarapukota Seetharampuram, PO: Seetharampuram, DIST: Vizianagaram, Andhra Pradesh - 535161



4961 7275 9310

1947 | help@uidai.gov.in | www.uidai.gov.in



SIRI AGRO Foods Pvt Ltd, near L.B Nagar required Personal Assistant & Jr. Accountants, age between 21- 35 Yrs, mail your resume to:siriagro22@gmail.com, Ph: 9032225285. (HYMM/2526/C03193)

✓ **WELFARE OFFICER** wanted as per the Rules of Telangana Factories. Qly: Any Degree with Law or 2 Years Industrial Relations & Management. Premier Energies International Pvt Ltd and Premier Energies Global Environment Pvt Ltd, Fab city, Maheswaram Mandal, RR Dist. Telangana hr@premierenergies.com Due Date: 09-11-2025 (HYMM/2526/C03181)

LADY **COMPUTER** Operator, Graduate, Inter, and Parttime Nurse & Doctor ,to Work in Home for the Aged, Tolichowki, Ph: 9391008292. (HYHA/2526/C04060)

WALK- IN interviews for the position of Sales Executives and Front Office Executives. M/F candidates aged between 25- 35 preferred. Location Vidyannagar. Call 9346523204 (HYMM/2526/C03117)

OTHER VACANCIES

WANTED FULL time Clerk to work with Financial Organization of Doctor Association. Need good communication skills in English

✓
Fie
Inc
630

SM
191
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✓ **WELFARE OFFICER** wanted as per the Rules of Telangana Factories. Qly: Any Degree with Law or 2 Years Industrial Relations & Management. Premier Energies International Pvt Ltd and Premier Energies Global Environment Pvt Ltd, Fab city, Maheswaram Mandal, RR Dist. Telangana hr@premierenergies.com Due Date: 09-11-2025 (HYMM/2526/C03181)

15th May 2025

Jainu Sateesh
H No -1-32, Main Road
Lakkavarapu Thota, Seetharamapuram
Andra Pradesh -535161

Re: WORKING WITH PREMIER ENERGIES INTERNATIONAL PRIVATE LIMITED
(the "Company").

Dear Suresh,

On behalf of the Company, I am pleased to offer you (the "Employee") employment at the Company, on the following terms and conditions (the "Agreement")

1. Duties and Scope of Agreement.

- (a) **Position.** The Company agrees to retain you in the position of "**Welfare Officer**" or in such other position as the Company subsequently may assign to you. You will be reporting to **Vice President Human Resource – Mr. Anand Kumar Joshi** and to such other person as the Company may determine. You will be working out of our - **Fab City, Maheshwaram Mandal, Ranga Reddy District**. Your obligations and responsibilities are described in Exhibit A (the "Services"). The Services may be changed by the Company at any time during your employment.
- (b) **Obligations to the Company.** You shall not render services to any other person or entity to the detriment of the Company and shall not act as a sole proprietor or partner of any other person or entity during your employment tenure unless you have prior written approval to do so by the Company's Directors. You acknowledge and agree that you have no authority to enter into contracts that bind the Company or create obligations on the part of the Company without the prior written authorisation of the Company's Directors. You shall comply with the Company's policies and rules, as they may be in effect from time to time during the term of the Agreement.
- (c) **No Conflicting Obligations.** You represent and warrant to the Company that you are under no obligations or commitments, whether contractual or otherwise, that are inconsistent with your obligations under this Agreement. You represent and warrant that you are free to enter into this Agreement and accept employment from the Company under the terms of this Agreement.
- (d) **Commencement Date.** The commencement date of your employment with the Company is **15th May, 2025** (the "Start date").
- 2. Compensation.** The Company shall pay you a compensation as set out in Exhibit B to this Agreement ("Compensation") which shall be payable in accordance with the Company's policies. The Company may review your Compensation at its sole discretion.
- 3. Probation / Confirmation:** You will initially be on probation for a period of **six (6) months**, which may be extended at the sole discretion of the Company. On completion of the initial probation period, if your performance is to the satisfaction of the Company, your status of confirmed employment will

MFG. UNIT & REGD. OFFICE:

PLOT NO. 8/B/1&2, E-CITY (FAB CITY)
MAHESHWARAM MANDAL, RAVIRYALA VILLAGE
RANGA REDDY DISTRICT-501359
TELANGANA, INDIA

CORPORATE OFFICE:

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SY.NO. 83/1, HYDERABAD KNOWLEDGE CITY
TSIIC, RAIDURGAM, HYDERABAD- 500081
TELANGANA, INDIA

MANUFACTURING UNIT-II

S-100 TO S-104, E-CITY,
MAHESHWARAM MANDAL,
RAVIRYALA VILLAGE, K.V.RANGAREDDY DISTRICT,
TELANGANA-501359

be intimidated to you. In the event of unsatisfactory performance, the Company may issue you a letter extending the probation period or may terminate your employment with immediate effect and without notice. You will not be entitled to paid leave during the probation period.

4. **Training.** The Employee shall be required to undergo training for from 10th February 2021. Upon completion of such training period the Company reserves the right to: (a) extend the period of training or (b) terminate his/her employment without notice if the Employee does not acquire necessary technical skills during his/her training period or (c) confirm the employment of the Employee with the Company which shall be subject to the terms contained herein.
5. **Leave.** Post the probation period and subsequent confirmation by the Company of your employment, you shall be eligible for Earned Leave / Statutory Leave (15) days per annum, Casual Leave (12) per annum, and Sick Leave (12) per annum, pro-rated for the remainder of this calendar year, in accordance with the Company's leave policy, as it may be amended from time to time. Further, you shall be entitled for paid sick leave as per Employees' State Insurance Act 1948.
6. **Authorised Business Expenses.** The Company will reimburse you for your necessary and reasonable business expenses incurred in connection with your duties if authorised and approved in advance by the Company's Directors, and upon presentation of an itemised account and appropriate supporting documentation, all in accordance with the Company's generally applicable policies.
7. **Term & Termination.**
 - (a) This Agreement shall be effective from the Start Date until terminated in accordance with this Section 7.
 - (b) This Agreement and Employee's employment with the Company may be terminated immediately, without prior notice, by the Company in the event of the occurrence of any or all of the events described below (such termination hereby referred to as "**A Just Cause Termination By The Company**"), in which event Employee will only receive any unpaid Compensation. The occurrence of any or all of the following events will afford the Company the right and power to impose A Just Cause Termination by the Company:
 - (i) Any Material Conflict of Interest (as defined below) involving Employee, that has not been cured within seven (7) calendar days after receiving written notification from the Company;
 - (ii) Employee's breach of any of the provisions of this Agreement that has not been cured within seven (7) calendar days or such other period as maybe specified by the Company after receiving written notification from the Company;
 - (iii) Employee's dishonesty at any time which, directly or indirectly, materially and adversely harms the Company, where "dishonesty" means Employee's knowingly false statements, acts or omissions;
 - (iv) Employee's engagement at any time in any act of fraud, theft, defalcation or embezzlement;

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PLOT NO. 8/B/1&2, E-CITY (FAB CITY)
MAHESHWARAM MANDAL, RAVIRYALA VILLAGE
RANGA REDDY DISTRICT-501359
TELANGANA, INDIA

CORPORATE OFFICE:

8th FLOOR, ORBIT TOWER 1
SY.NO. 83/1, HYDERABAD KNOWLEDGE CITY
TSIC, RAIDURGAM, HYDERABAD- 500081
TELANGANA, INDIA

MANUFACTURING UNIT-II

S-100 TO S-104, E-CITY,
MAHESHWARAM MANDAL,
RAVIRYALA VILLAGE, K.V.RANGAREDDY DISTRICT,
TELANGANA-501359

- (v) Any Gross Misconduct (as defined below) by Employee at any time resulting in a loss or damage to the Company, its reputation or any of its relationships;
- (vi) Any intentional act of Employee having the purpose or effect of materially injuring the Company, its reputation or any of its relationships; or
- (vii) Employee's continued poor performance in the opinion of his supervisor(s), the management of the Company, or the Company's client(s), to adequately perform his duties and responsibilities under this Agreement, despite having received notice of the same.

For the purposes of this Agreement: (A) "Material Conflict of Interest" means (i) an agreement, duty, commitment, responsibility or obligation of any kind or nature whatsoever that Employee maintains with a third party which, if fulfilled, would likely cause substantial harm to the Company, and (ii) the possession of any information or material proprietary to a party other than the Company which, if Employee fulfills his obligations pursuant to this Agreement, would likely cause a breach of an existing contractual agreement by which the Employee is bound not to disclose such proprietary information or material; and (B) "**Gross Misconduct**" means an intentional, deliberate, extreme and outrageous act or omission that shocks the conscience of a reasonable person or an act or an omission that is reckless or is in deliberate indifference to the interests of the Company.

- (c) In case of termination for reasons other than as specified in Clause 7(b) above, the Company may, at its sole discretion, terminate this Agreement upon two (2) months' notice to Employee ("**Company Notice Period**"); provided, however, that during such period: (i) Employee shall continue to perform his regular duties and will assist the Company, if the Company so elects, in finding his replacement; and (ii) Employee shall continue to be paid his then existing Salary and regular benefits as agreed upon.
- (d) Upon completion of your probation period, you shall be entitled to terminate the Agreement at any time, with or without a cause or reason, by giving **60 days written notice**. If you fail to provide a full 60 day written notice to the Company and leave prior to the 60 days without ensuring a smooth transition of your responsibilities to the person designated by the Company, your compensation for the previous two months will be deducted in order to compensate the Company for the inconvenience caused to the Company.
- (e) In the event the Employee terminates this Agreement before the expiry of two (2) years from the Start Date, the Employee shall reimburse the Company the total Training Cost as specified and an additional amount on actuals against any incidental losses suffered by the Company.
- (f) In the event that Employee dies or becomes Disabled (as defined herein) during the Term, this Agreement will terminate upon his death or disability; provided, however, that the Company will remit to Employee's conservator or his legal heirs, as the case may be, any unpaid Salary and all compensation benefits that have accrued or vested in the Employee as on date of such termination or the event giving rise to such termination.

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PLOT NO. 8/B/1&2, E-CITY (FAB CITY)
MAHESHWARAM MANDAL, RAVIRYALA VILLAGE
RANGA REDDY DISTRICT-501359
TELANGANA, INDIA

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8th FLOOR, ORBIT TOWER 1
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TSIC, RAIDURGAM, HYDERABAD- 500081
TELANGANA, INDIA

MANUFACTURING UNIT-II

S-100 TO S-104, E-CITY,
MAHESHWARAM MANDAL,
RAVIRYALA VILLAGE, K.V.RANGAREDDY DISTRICT,
TELANGANA-501359

Employee will be deemed to be “Disabled” if such disablement, whether of a temporary or permanent nature, is such as to incapacitate the Employee from performing the work which he/she was capable of performing at the time of the accident resulting in such disablement.

- (g) **Voluntary Abandonment.** In the event the Employee fails to report to duty for more than three (3) consecutive days without prior sanction of leave from his/ her superior, it is construed that the Employee voluntarily has abandoned the services of the Company and his/ her name shall be deleted from the master rolls thereof. In such cases, the Employee’s employment shall automatically come to an end without any notice of termination nor shall he/ she be entitled for any compensation in lieu of notice period if applicable.
- (h) Notwithstanding anything to the contrary in this Agreement, the Company may, at its sole discretion, terminate your employment with the Company and / or the Agreement without notice, in certain exceptional circumstances as determined so by the Company, including breach of the Confidentiality Agreement (as defined below), without providing any reason and without any pay in lieu of notice.
- (i) Sections 7(d), 7(e), 8, 9, 10 and 12 of this Agreement shall survive termination.
- (j) Rights Upon Termination - Upon the termination of your employment, you shall only be entitled to the Compensation earned and the reimbursement of any authorised and approved expenses for the period preceding the effective date of the termination which shall be payable by the Company within 90 days from the date of termination of the Agreement, subject to the condition that you fulfill and perform your obligations as set out in this Agreement. You agree that upon termination of your employment with the Company, you will have executed (and do not revoke) a full and complete general release of all claims in a form provided by the Company without alteration, and would have returned all Company property. Notwithstanding anything to the contrary in this Agreement, pursuant to termination of your employment, you agree that your acceptance of any amount from the Company shall be deemed as a full and general release of all claims that have arisen in relation to your employment against the Company, its assignees, directors, officers, employees, advisors, and consultants.

8. Non-Solicitation & Non-Compete.

- (a) During the period commencing on the date of this Agreement and for a period of two years from the date of termination of this Agreement, you shall not directly or indirectly, solicit, entice, induce, or attempt to solicit or entice or induce (on your own behalf or on behalf of any other person or entity) either (i) any employee or any consultant of the Company or any of the Company’s affiliates or (ii) the business of any customer and/or vendor of the Company or any of the Company’s affiliates with whom you became acquainted during the term of this Agreement or (iii) any vendor of the Company or any of the Company’s affiliates on whom you called or with whom you became acquainted during the term of the Agreement (iv) otherwise attempt to interfere with or disrupt the business or activities of the Company.
- (b) You hereby covenant and agree that during your employment with the Company and for a period of two (2) years thereafter regardless of whether your termination from employment is voluntary or involuntary and regardless of the reason, manner or time of such termination, you will not directly or indirectly perform any services for a client for whom you have performed services (on behalf of the Company or its Affiliates), or for whom you were involved in writing a proposal which resulted in the

MFG. UNIT & REGD. OFFICE:

PLOT NO. 8/B/1&2, E-CITY (FAB CITY)
MAHESHWARAM MANDAL, RAVIRYALA VILLAGE
RANGA REDDY DISTRICT-501359
TELANGANA, INDIA

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TELANGANA, INDIA

MANUFACTURING UNIT-II

S-100 TO S-104, E-CITY,
MAHESHWARAM MANDAL,
RAVIRYALA VILLAGE, K.V.RANGAREDDY DISTRICT,
TELANGANA-501359

Company or its Affiliates performing services for the client.

9. **Anti-Disparagement, Etc.** Employee agrees that he will not, under any circumstances, intentionally and maliciously, disparage, criticize or denigrate the talents, skills, products, prospects, abilities, services, integrity, or character of the Company, the owners of the Company, or the senior management of the Company in a manner that causes, in the sole and absolute discretion of the board, material harm to those Persons (defined below). Employee further agrees that he will not, directly or indirectly, at any time after the date hereof, contact any past, present or prospective investor, lender, customer, supplier, employee, agent or representative of the Company with the intent, purpose or effect of intentionally and maliciously injuring the reputation of the Company. Employee also agrees that he shall not encourage another Person to undertake such activities on his behalf or permit another through disclosure of information to that party to circumvent the foregoing prohibitions. Notwithstanding the prohibitions provided in this Clause 9, nothing Employee provides in sworn testimony under oath in any legal or similar proceeding will be deemed a violation of this Clause 9. “Person” means any natural person, limited company, partnership, company, corporation, association, trust or other legal entity.
10. **Consent to Injunctive Relief.** You acknowledge that the Company will suffer irreparable damage in the event you violate any provision contained in this Agreement, and agrees that in the event of such violation the Company shall be entitled, in addition to its other remedies, to temporary and permanent injunctive relief to restrain such violation(s) (such as leaking intellectual property/ any and all information that relates to the day to day business and running of the company) by you and others acting in concert with or participation with you.
11. **Indemnification.** You agree to pay all direct/indirect damages, and indemnify, defend and hold harmless the Company, its officers, directors, employees, agents and shareholders (other than yourself), from and against any and all claims, actions, proceedings, liabilities or losses including, without limitation, reasonable lawyers' fees, arising from or based on: (i) your negligence or intentional misconduct; (ii) the infringement of the intellectual property rights of a third party by you; (iii) your breach of any obligations under this Agreement, or any other agreement with the Company.
12. **Pre-Employment Conditions.**

Your acceptance of this offer and commencement of this Agreement with the Company, and your continued employment with the Company is contingent upon:

- a. Execution of “Confidentiality Agreement” provided in Exhibit C and delivery to an officer of the Company; and
- b. Verification by the Company of the information and documentation provided by you and as listed in the Joining Form under Exhibit D, including any changes in the status of such information and documentation.

By accepting the terms of this Agreement, you warrant that all information provided by you is true and correct to the best of your knowledge, you agree to execute any and all documentation necessary for the Company to conduct a background check and you expressly release the Company from any claim or cause of action arising out of the Company's verification of such information.

MFG. UNIT & REGD. OFFICE:

PLOT NO. 8/B/1&2, E-CITY (FAB CITY)
MAHESHWARAM MANDAL, RAVIRYALA VILLAGE
RANGA REDDY DISTRICT-501359
TELANGANA, INDIA

CORPORATE OFFICE:

8th FLOOR, ORBIT TOWER 1
SY.NO. 83/1, HYDERABAD KNOWLEDGE CITY
TSIIC, RAIDURGAM, HYDERABAD- 500081
TELANGANA, INDIA

MANUFACTURING UNIT-II

S-100 TO S-104, E-CITY,
MAHESHWARAM MANDAL,
RAVIRYALA VILLAGE, K.V.RANGAREDDY DISTRICT,
TELANGANA-501359

13. Miscellaneous Provisions.

The following provisions shall apply to this Agreement and the Confidentiality Agreement (attached as Exhibit C):

- (a) **Choice of Law & Dispute Resolution.** This Agreement shall be interpreted in accordance with the laws of India without giving effect to provisions governing the choice of law. You and the Company agree that any and all disputes that may arise out of this Agreement, the Confidentiality Agreement and/or otherwise, between you and the Company, its parent and subsidiary corporations and entities, their affiliates, their respective officers, directors, agents, employees and the other consultants or other affiliated parties (the “Company Parties”), on the one hand, and you, on the other hand, shall be submitted to binding arbitration under the Arbitration and Conciliation Act, 1996 as amended, before an independent arbitrator appointed by the Company at a venue of the Company’s choosing. Arbitral proceedings shall be conducted in English. The Company’s total liability under this Agreement shall not exceed the last monthly compensation drawn by you, net of authorised deductions.
- (b) **Legal Fees.** In the event that the outcome of any proceedings confirm that you have breached the provision of this Agreement, you promise and agree to reimburse the Company for its reasonable lawyer’s fees and expenses incurred in enforcing this Agreement. In such event, you agree and authorize the Company to deduct the necessary lawyer’s fees and expenses from any amount, if any, which is payable by the Company to you.
- (c) **Notice.** Any notice shall be deemed to have been sufficiently given if in writing and delivered by registered A. D. (confirmation of dispatch required) or by overnight courier service (delivery confirmation and signature required) (i) to the Company, at the registered office address, and (ii) to the Employee, at the address provided in the Joining Form. It shall be the duty of the Employee to inform the Company of any change to its address, failing which, a notice delivered to the address in this employment letter shall be deemed to have been sufficiently given. Notwithstanding anything contained in this Agreement, if either party refuses delivery of a notice, the notice will be considered to have been delivered on the date it was sent by the one party to the other.
- (d) **Modifications and Waivers.** No provision of this Agreement shall be modified, waived or discharged unless it is agreed to in writing and signed by you and by an authorised officer of the Company (other than you). No waiver by either party of any breach of, or of compliance with, any condition or provision of this Agreement by the other party shall be considered a waiver of any other condition or provision or of the same condition or provision at another time.
- (e) **Whole Agreement.** No other agreements, representations or understandings (whether oral or written and whether express or implied) which are not expressly set forth in this Agreement and/or the Confidentiality Agreement, have been made or entered into by either party with respect to the subject matter hereof. This Agreement and the Confidentiality Agreement contain the entire understanding of the parties with respect to the subject matter hereof.
- (f) **Withholding Taxes.** All payments made under this Agreement shall be subject to reduction to reflect taxes or other charges required to be withheld by law.

MFG. UNIT & REGD. OFFICE:

PLOT NO. 8/B/1&2, E-CITY (FAB CITY)
MAHESHWARAM MANDAL, RAVIRYALA VILLAGE
RANGA REDDY DISTRICT-501359
TELANGANA, INDIA

CORPORATE OFFICE:

8th FLOOR, ORBIT TOWER 1
SY.NO. 83/1, HYDERABAD KNOWLEDGE CITY
TSIIC, RAIDURGAM, HYDERABAD- 500081
TELANGANA, INDIA

MANUFACTURING UNIT-II

S-100 TO S-104, E-CITY,
MAHESHWARAM MANDAL,
RAVIRYALA VILLAGE, K.V.RANGAREDDY DISTRICT,
TELANGANA-501359

Severability. If one or more provisions of this Agreement are held to be unenforceable under Indian law, then such provision shall be deemed amended to the minimum extent necessary to conform to applicable law so as to be valid and enforceable or, if such provision cannot be so amended without materially altering the intention of the parties, then such provision shall be stricken and the remainder of this Agreement shall continue in full force and effect.

- (h) **No Assignment.** This Agreement and all of your rights and obligations hereunder are personal to you and may not be transferred or assigned by you at any time. The Company may assign its rights under this Agreement to any entity that assumes the Company's obligations hereunder in connection with any sale or transfer of all or a substantial portion of the Company's assets to such entity.
- (i) **Acknowledgement of Receipt.** By signing below, you acknowledge receiving and accepting a copy of this Agreement and all its terms.
- (j) **No Coercion or Duress.** You acknowledge that you have had the opportunity to consult legal counsel and financial advisors in regard to this Agreement, that you have read and fully understand this Agreement, including without limitation the full nature and extent of the restrictive covenants contained in the Agreement, that you are fully aware of its legal effect, and that you are entering into this Agreement voluntarily and of your own free will in order to obtain the benefits of this Agreement.
- (k) **Counterparts.** This Agreement may be executed in two or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

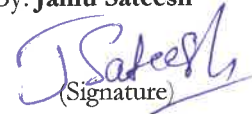
We are all delighted to be able to extend you this offer and look forward to working with you. To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to me, along with a signed and dated original copy of the Confidentiality Agreement.

Sincerely,


For Premier Energies International Private LTD.
Anand Kumar Joshi Darla
Vice President - HR

ACCEPTED AND AGREED:

By: Jainu Sateesh


(Signature)

MFG. UNIT & REGD. OFFICE:

PLOT NO. 8/B/1&2, E-CITY (FAB CITY)
MAHESHWARAM MANDAL, RAVIRYALA VILLAGE
RANGA REDDY DISTRICT-501359
TELANGANA, INDIA

CORPORATE OFFICE:

8th FLOOR, ORBIT TOWER 1
SY.NO. 83/1, HYDERABAD KNOWLEDGE CITY
TSIIC, RAIDURGAM, HYDERABAD- 500081
TELANGANA, INDIA

MANUFACTURING UNIT-II

S-100 TO S-104, E-CITY,
MAHESHWARAM MANDAL,
RAVIRYALA VILLAGE, K.V.RANGAREDDY DISTRICT,
TELANGANA-501359

EXHIBIT A

SERVICES

1. As a **Welfare Officer**, you will be primarily expected to deliver the following:
 - a. Welfare Officer is responsible for ensuring statutory compliance related to employee welfare under the Factories Act and Telangana Factories Rules.
 - b. Maintain all statutory registers and records related to welfare, Facilitate statutory welfare amenities.
 - c. Assist management during inspections from Labour, Factory Inspectorate, and other statutory bodies.
 - d. Act as a bridge between management and employees to maintain harmonious workplace relations
 - e. Plan and implement welfare programs
 - f. To Develop and improve labour administration in accordance to the factory policies
 - g. Monitoring Day to Day Attendance and Leave Records.

2. You shall be expected to work depending on your scheduled shift and stipulated working hours. The work timings may extend beyond the specified hours based on the business deliveries.



MFG. UNIT & REGD. OFFICE:

PLOT NO. 8/B/1&2, E-CITY (FAB CITY)
MAHESHWARAM MANDAL, RAVIRYALA VILLAGE
RANGA REDDY DISTRICT-501359
TELANGANA, INDIA

CORPORATE OFFICE:

8th FLOOR, ORBIT TOWER 1
SY.NO. 83/1, HYDERABAD KNOWLEDGE CITY
TSIIC, RAIDURGAM, HYDERABAD- 500081
TELANGANA, INDIA

MANUFACTURING UNIT-II

S-100 TO S-104, E-CITY,
MAHESHWARAM MANDAL,
RAVIRYALA VILLAGE, K.V.RANGAREDDY DISTRICT,
TELANGANA-501359

EXHIBIT B
COMPENSATION

1. For Services rendered by you towards the Company, under this agreement, your **annual CTC is INR 5,34,396- (Rupees Five Lakhs Thirty Four Thousand Three Hundred Ninety Six only)**. The Company shall pay the salary after deduction of amounts at source as would be required to be withheld by the Company under Indian law.

A : GROSS SALARY	Amount (in Rs. PM)	Amount (in Rs. PA)
Basic	22267	267204
H R A	8907	106882
Special Allowances	2076	24912
Washing Allowance	1000	12000
Medical Expenses	1250	15000
Statutory Bonus	0	0
Total (A) - Gross	35500	425998
Deductions		
Employee's PF	1800	21600
Employee's ESI	0	0
Professional Tax	200	2400
**Net Take Home	33500	401998
B : Employer's Contributions		
Gratuity	1071	12852
Corporate Health Insurance	284	3404
Employer's PF	1950	23400
Employer's ESI	0	0
Total (B)	3305	39656
C : Annual Emoluments		
Statutory Bonus	0	0
Total (A+B+C)	44533	534396
D: Variable Pay	0	0
Total (D)	0	0
Grand Total CTC (A+B+C)	44533	5,34,396


MFG. UNIT & REGD. OFFICE:

PLOT NO. 8/B/1&2, E-CITY (FAB CITY)
MAHESHWARAM MANDAL, RAVIRYALA VILLAGE
RANGA REDDY DISTRICT-501359
TELANGANA, INDIA

CORPORATE OFFICE:

8th FLOOR, ORBIT TOWER 1
SY.NO. 83/1, HYDERABAD KNOWLEDGE CITY
TSIIC, RAIDURGAM, HYDERABAD- 500081
TELANGANA, INDIA

MANUFACTURING UNIT-II

S-100 TO S-104, E-CITY,
MAHESHWARAM MANDAL,
RAVIRYALA VILLAGE, K.V.RANGAREDDY DISTRICT,
TELANGANA-501359

ANNEXURE III
**LIST OF COMPANIES
EXCLUDED UNDER SECTION 8(b)**

____ No conflicts

____ Additional sheets attached

Signature of Employee: J Sateesh

Name of Employee: **Jainu Sateesh**

Date: 15/05/2025

DECLARATION. I declare that:

- The information given, herein above, is true & correct to the best of my knowledge & belief & nothing material has been concealed. I understand that the above information is found false or incorrect, at any time during the course of my employment, my services will be terminated forthwith without any notice or compensation;
- I do not have any pending criminal, bankruptcy or civil proceedings or judgments adverse to me as of the date of this Agreement.

Date:

Place:

Signature of Employee: J Sateesh

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PLOT NO.8/B/1 & 2, E-CITY (FAB CITY)
MAHESHWARAM MANDAL, RAVIRYALA VILLAGE
RANGA REDDY DISTRICT-501359
TELANGANA, INDIA

CORPORATE OFFICE:

8th FLOOR, ORBIT TOWER 1
SY.NO. 83/1, HYDERABAD KNOWLEDGE CITY
TSIC, RAIDURGAM, HYDERABAD- 500081
TELANGANA, INDIA

MFG. UNIT:

PLOT NO.S-95, S-96, S-100 TO S-104,
E-CITY (FAB CITY) MAHESHWARAM MANDAL,
RAVIRYALA VILLAGE, RANGA REDDY DISTRICT-501359
TELANGANA, INDIA

**CONFIDENTIAL INFORMATION AND INVENTION ASSIGNMENT
AGREEMENT***Employment Agreement Dated: 15th May, 2025**Effective Date: 10th May, 2025*

As a condition of my becoming retained (or my employment relationship being continued) by Premier Energies Limited, a company incorporated in India, or any of its current or future subsidiaries, affiliates, successors or assigns (collectively, the "Company"), and in consideration of my employment relationship with the Company and my receipt of the compensation now and hereafter paid to me by the Company, I agree to the following:

1. **Relationship.** This Agreement will apply to my current employment or any future relationship with the Company. Any such relationship between the Company and me, whether commenced prior to, upon or after the date of this Agreement, is referred to herein as the "Relationship."
2. **Term.** The provisions of this confidentiality agreement shall continue during the Relationship and for a period of five (5) years thereafter.
3. **Confidential Information.**
 - (a) **Confidential Information.** I understand that "Confidential Information" means information and physical material not generally known or available outside the Company and information and physical material entrusted to the Company in confidence by third parties. Confidential Information includes, without limitation: (i) Company Inventions (as defined below); (ii) technical data, trade secrets, know-how, research, product or service ideas or plans, software codes and designs, paper designs, computer aided designs (CAD), developments, inventions, laboratory notebooks, processes, formulas, techniques, materials, engineering designs and drawings, hardware configuration information, lists of, or information relating to, suppliers and customers (including, but not limited to, the business of any customer and/or vendor of the Company or any of the Company's affiliates with whom I became acquainted during the Relationship), client and/or prospective client list, employee details, service providers, price lists, pricing methodologies, cost data, market share data, marketing plans, licenses, contract information, business plans, financial forecasts, historical financial data, budgets or other business information disclosed to me by the Company either directly or indirectly, whether in writing, electronically, orally, or by observation.
 - (b) **Protection of Confidential Information.** I agree, to hold in strictest confidence, and not to use, except for the benefit of the Company to the extent necessary to perform my obligations to the Company under the Relationship, and not to disclose to any person, firm, corporation or other entity, without written authorisation from the Company in each instance, any Confidential Information that I obtain, access or create during the term of the Relationship, whether or not during working hours. I further agree not to make copies of such Confidential Information except as authorised by the Company. I agree not to use, directly or indirectly, any Company Invention or Company's Confidential Information for any purpose whatsoever, post termination of my Employment Agreement and agree to return any and all Confidential Information in my possession, directly or indirectly, as provided in Section 5 below.

MFG. UNIT & REGD. OFFICE:

PLOT NO. 8/B/1&2, E-CITY (FAB CITY)
MAHESHWARAM MANDAL, RAVIRYALA VILLAGE
RANGA REDDY DISTRICT-501359
TELANGANA, INDIA

CORPORATE OFFICE:

8th FLOOR, ORBIT TOWER 1
SY.NO. 83/1, HYDERABAD KNOWLEDGE CITY
TSIIC, RAIDURGAM, HYDERABAD- 500081
TELANGANA, INDIA

MANUFACTURING UNIT-II

S-100 TO S-104, E-CITY,
MAHESHWARAM MANDAL,
RAVIRYALA VILLAGE, K.V.RANGAREDDY DISTRICT,
TELANGANA-501359

Other Rights. This Agreement is intended to supplement, and not to supersede, any rights the Company may have in law or equity with respect to the protection of trade secrets or confidential or proprietary information.

4. Ownership of Inventions.

- (a) **Inventions.** I understand that “Inventions” means discoveries, developments, concepts, designs, ideas, know how, improvements, inventions, trade secrets and/or original works of authorship, whether or not patentable, copyrightable or otherwise legally protectable. I understand this includes, but is not limited to, any new product, machine, article of manufacture, method, procedure, process, technique, use, equipment, device, apparatus, system, compound, formulation, composition of matter, design or configuration of any kind, or any improvement thereon. I understand that “Company Inventions” means any and all Inventions that I may solely or jointly author, discover, develop, conceive, or reduce to practice during the period of the Relationship, except as otherwise provided in Section 4(d) below.
- (b) **Inventions Retained and Licensed.** I have attached hereto, as Annexure I, a complete list describing with particularity all Inventions that, as of the Effective Date, belong solely to me or belong to me jointly with others, and that relate in any way to any of the Company’s proposed businesses, products or research and development, and which are not assigned to the Company hereunder; or, if no such list is attached, I represent that there are no such Inventions at the time of signing this Agreement.
- (c) **Use or Incorporation of Inventions.** If in the course of the Relationship, I use or incorporate into a product, process or machine any Invention not covered by Section 4(d) of this Agreement in which I have an interest, I will promptly so inform the Company. Whether or not I give such notice, I hereby irrevocably grant to the Company a nonexclusive, fully paid-up, royalty-free, assumable, perpetual, worldwide license, with right to transfer and to sublicense, to practice and exploit such Invention and to make, have made, copy, modify, make derivative works of, use, sell, import, and otherwise distribute under all applicable intellectual properties without restriction of any kind.
- (d) **Assignment of Company Inventions.** I agree that I will promptly make full written disclosure to the Company, will hold in trust for the sole right and benefit of the Company, and hereby assign to the Company, or its designee, all my right, title and interest throughout the world in and to any and all Company Inventions. I hereby waive and irrevocably quit claim to the Company or its designee any and all claims, of any nature whatsoever, that I now have or may hereafter have for infringement of any and all Company Inventions. I agree to notify the Company of any invention which qualifies fully for exclusion under the provisions of applicable law, if any.
- (e) **Maintenance of Records.** I agree to keep and maintain adequate and current written records, including other Confidential Information pertaining to all Company Inventions made by me (solely or jointly with others) during the term of the Relationship, within the premises of the Company or such other place as may be expressly designated by the Company’s Directors.
- (f) **Patent and Copyright Rights.** I agree to assist the Company, or its designee, at its expense, in every proper way to secure the Company’s, or its designee’s, rights in the Company Inventions and any copyrights, patents, trademarks, mask work rights, moral rights, or other intellectual property rights relating thereto in any and all countries, including the disclosure to the Company or its designee of all

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MANUFACTURING UNIT-II

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TELANGANA-501359

pertinent information and data with respect thereto, the execution of all applications, specifications, oaths, assignments, recordations, and all other instruments which the Company or its designee shall deem necessary in order to apply for, obtain, maintain and transfer such rights, or if not transferable, waive such rights, and in order to assign and convey to the Company or its designee, and any successors, assigns and nominees the sole and exclusive right, title and interest in and to such Company Inventions, and any copyrights, patents, mask work rights or other intellectual property rights relating thereto. I further agree that my obligation to execute or cause to be executed, when it is in my power to do so, any such instrument or papers shall continue during and at all times after the end of the Relationship and until the expiration of the last such intellectual property right to expire in any country of the world. I hereby irrevocably designate and appoint the Company and its duly authorised officers and agents as my agent and attorney-in-fact, to act for and in my behalf and stead to execute and file any such applications and to do all other lawfully permitted acts to further the application for, prosecution, issuance, maintenance or transfer of letters of patents, copyright, mask work and other registrations related to such Company Inventions. This power of attorney is coupled with an interest and shall not be affected by my subsequent incapacity.

5. **Returning Company Property.** I acknowledge and agree that all my activities, including telecommunications and documents, may be inspected by the Company at all times. I agree that, at the time of termination of the Relationship, I will deliver to the Company (and will not keep in my possession, recreate or deliver to anyone else) any and all devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, laboratory notebooks, materials, flow charts, equipment, other documents or property, or reproductions of any of the aforementioned items developed by me pursuant to the Relationship or otherwise belonging to the Company, its successors or assigns.
6. **Termination Certification.** In the event of the termination of the Relationship, I agree to sign and deliver the "**Termination Certification**" attached hereto as **Annexure II**; however, my failure to sign and deliver the Termination Certification shall in no way diminish my continuing obligations under this Agreement.
7. **Notice to Third Parties.** I understand and agree that the Company may, with or without prior notice to me and during or after the term of the Relationship, notify third parties of my agreements and obligations under this Agreement.
8. **Representations and Covenants.**
 - (a) **Facilitation of Agreement.** I agree to execute promptly, both during and after the end of the Relationship, any proper oath, and to verify any proper document, required to carry out the terms of this Agreement, upon the Company's written request to do so.
 - (b) **No Conflicts.** I represent that my performance of all the terms of this Agreement does not and will not breach any agreement I have entered into, or will enter into, with any third party, including without limitation any agreement to keep in confidence proprietary information or materials acquired by me in confidence or in trust prior to or during the Relationship. I will not disclose to the Company and/or induce the Company to use and/or use any inventions, confidential or non-public proprietary information or material belonging to any previous client, employer or any other party. I represent and warrant to the Company that I have returned all property and confidential information belonging to

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MANUFACTURING UNIT-II

S-100 TO S-104, E-CITY,
MAHESHWARAM MANDAL,
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TELANGANA-501359

any prior employer or person/entity to which I have provided any services. I acknowledge and agree that I have listed on Annexure I all agreements (e.g., non-competition agreements, non-solicitation of customers agreements, non-solicitation of consultants agreements, confidentiality agreements, inventions agreements, etc.), if any, with a current or former client, employer, or any other person or entity, that may restrict my ability to perform services for the Company or my ability to recruit or engage customers or service providers on behalf of the Company, or otherwise relate to or restrict my ability to perform my duties for the Company or any obligation I may have to the Company. I agree not to enter into any written or oral agreement that conflicts with the provisions of this Agreement. I represent that I do not presently perform or intend to perform, during the term of the Employment Agreement, employment or other services for, and I am not presently employed by and have no intention of being employed by, companies whose businesses or proposed businesses in any way involve products or services that would be competitive with the Company's products or services, or those products or services proposed or in development by the Company during the term of the Employment Agreement (except for those companies, if any, listed on Annexure III attached hereto). If, however, I decide to do so, I agree that, in advance of accepting such employment or agreeing to perform such services, I will promptly notify the Company in writing, specifying the organization to which I propose to render services, and provide information sufficient to allow the Company to determine if such work would conflict with the interests of the Company.

9. **Remedies.** I acknowledge and agree that violation of this Agreement by me may cause the Company irreparable harm, and therefore agree that the Company will be entitled to seek extraordinary relief in court, including, but not limited to, temporary restraining orders, preliminary injunctions and permanent injunctions in addition to and without prejudice to any other rights or remedies that the Company may have for a breach of this Agreement. I acknowledge and agree that the Company's right to seek remedies against me, will be binding upon my heirs, executors, administrators and other legal representatives, and my successors and assigns, and will be for the benefit of the Company, its successors, and its assigns.
10. **General Provisions.** The provisions provided in Section 11 of the Employment Agreement shall apply to this Confidentiality Agreement.

The parties have executed this Agreement on the respective dates set forth below, to be effective as of the Effective Date first above written.

Sincerely,

For Premier Energies International Private Limited LTD.

Anand Kumar Joshi Darla
Vice President-HR

Jainu Sateesh


(Signature)

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MANUFACTURING UNIT-II

S-100 TO S-104, E-CITY,
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ANNEXURE I
**LIST OF PRIOR INVENTIONS
AND ORIGINAL WORKS OF AUTHORSHIP
EXCLUDED UNDER SECTION 4(a)**

<u>Title</u>	<u>Date</u>	<u>Identifying or Brief Description</u>	<u>Number</u>
--------------	-------------	---	---------------

____No inventions, improvements, or original works of authorship

____Additional sheets attached (including description of agreements referred to in Section 8(b))

Signature of Employee: _____

Name of Employee: **Jainu Sateesh**

Date: **15/05/2025**

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S-100 TO S-104, E-CITY,
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ANNEXURE II**TERMINATION CERTIFICATION**

This is to certify that I do not have in my possession, nor have I failed to return, any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, laboratory notebooks, flow charts, materials, equipment, other documents or property, or copies or reproductions of any aforementioned items belonging to Premier Energies Limited, an Indian company, its subsidiaries, affiliates, successors or assigns (collectively, the “Company”).

I further certify that I have complied with all the terms of the Company’s Confidential Information and Invention Assignment Agreement signed by me, including the reporting of any Inventions (as defined therein), conceived or made by me (solely or jointly with others) covered by that agreement. I agree not to use, directly or indirectly, any Company Invention or Company’s Confidential Information for any purpose whatsoever, post termination of my Employment Agreement.

I further agree that, in compliance with the Confidential Information and Invention Assignment Agreement, I will preserve as confidential all trade secrets, confidential knowledge, data or other proprietary information relating to products, processes, know-how, designs, formulas, developmental or experimental work, computer programs, data bases, other original works of authorship, customer lists, business plans, financial information or other subject matter pertaining to any business of the Company or any of its consultants, clients, consultants or licensees.

I further agree that for twenty four (24) months from the date of this Certification, I shall not either directly or indirectly solicit, induce, recruit or encourage any of the Company’s consultants, employees or personnel to terminate their relationship with the Company, or attempt to solicit, induce, recruit, encourage or take away consultants, employees or personnel of the Company, either for myself or for any other person or entity. Further, I shall not at any time negatively influence any of the Company’s clients or customers from purchasing Company products or services or to solicit or influence or attempt to influence any client, customer or other person either directly or indirectly, to direct any purchase of products and/or services to any person, firm, corporation, institution or other entity in competition with the business of the Company. I further agree that for twenty four (24) months from the date of this Certification, I shall not directly or indirectly engage or work with any client or customers of the Company with whom I have worked for during my engagement with the Company without the prior written approval of the Company.

REGD. OFFICE:

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TELANGANA, INDIA

MFG. UNIT:

PLOT NO.S-95. S-96, S-100 TO S-104,
E-CITY (FAB CITY) MAHESHWARAM MANDAL,
RAVIRYALA VILLAGE, RANGA REDDY DISTRICT-501359
TELANGANA, INDIA

Plant _____ Location _____

Personal Information

Full Name JANU SATEESHFather's Name JANU ESWARA RAOMother's Name NAGAMANI

Address _____

Flat/House no. 1-32Street/Road No. Main Road
Lakkavarapukota
Mandalam,City Seethampuram State Vizianagaram ZIP Code 535161Personal Number 9394149214 Alternate Number 6303553205Marital Status UN MARRIED Gender MALEEmail (Personal) sateeshjanu@gmail.comAadhaar Card Number 4961 7275 9310PAN Card Number CBEPJ 4609 PBirth Date 21/07/1995 Blood Group O+ve

Bank Account Details

Bank Name Axis Bank Branch Address NelloreA/c Number 924010001171022 IFSC Code UTZB0003289

Previous Job Information

Fresher/Experienced _____ (If Experienced, please fill the information below)

Company Name _____ Designation _____

Work Experience _____ Previous CTC _____

PF/UAN Number _____ ESI Number _____

FORM -'F'

PAYMENT OF GRATUITY ACT. [SEE SUB-RULE (1) of Rule 6] NOMINATION

To,

[I Give here name or description of the establishment with full address]

1. Shri/Shrimati.....JABNU SATEESH.....
[Name in the here]

Whose particulars are given in the statement below. I hereby nominate the person(s) mentioned below to receive the gratuity payable after my death as also the gratuity standing to my credit in the event of my death before the amount has become payable or having become Payable has not been paid and direct that the said amount of gratuity shall be paid in proportion indicated against the name(s) of the nominee(s)

2. I hereby certify the person (s) mentioned is/are a member (s) of my family within the meaning of clause (h) of Section (2) of the payment of Gratuity Act. 1972.
3. I hereby declare that I have no family within the meaning of clause (h) of section (2) of the said Act.
4. (a) My Father/Mother/Parents is/are not dependent on me.
(b) My husband's/father/mother/parents is/are not dependent on my husband.
5. I have excluded My Husband from my family by a notice dated the to the controlling authority in terms of the provision to clause (h) of section 2 of the said Act.
6. Nomination made herein invalidates my previous nomination.

NOMINEE'S

Name in full with full address of nominee(s) (1)	Relationship with the employee (2)	Age of nominee (3)	Proportion by which the gratuity will be shared (4)
JABNU NAGAMANE	MOTHER	43	100 %



Declaration Form
(To be retained by the Employer for future reference)

Employees' Provident Fund Organization

THE EMPLOYEES' PROVIDENT FUNDS SCHEME, 1952 (PARAGRAPH-34 & 57)
&
THE EMPLOYEES' PENSION SCHEME, 1995 (PARAGRAPH-24)

DECLARATION BY A PERSON TAKING UP EMPLOYMENT IN AN ESTABLISHMENT ON WHICH EMPLOYEES' PROVIDENT FUND SCHEME, 1952 AND/OR EMPLOYEES' PENSION SCHEME, 1995 IS APPLICABLE.
(PLEASE GO THROUGH THE INSTRUCTIONS)

- 1) NAME (TITLE)

J	A	R	N	U	S	A	T	A	G	E	S	H
---	---	---	---	---	---	---	---	---	---	---	---	---

MR.	MS.	MRS.
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(PLEASE TICK)
- 2) DATE OF BIRTH

D	D	M	M	Y	Y	Y	Y
2	1	0	7	1	9	9	5
- 3) FATHER'S/ HUSBAND'S NAME

MR.	<input checked="" type="checkbox"/>
-----	-------------------------------------

E	S	N	A	R	A	R	A	O
---	---	---	---	---	---	---	---	---
- 4) RELATIONSHIP IN RESPECT OF (3) ABOVE (PLEASE TICK)

FATHER	HUSBAND
<input checked="" type="checkbox"/>	<input type="checkbox"/>
- 5) GENDER (PLEASE TICK)

MALE	FEMALE	TRANSGENDER
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
- 6) MOBILE NUMBER (IF ANY)

6	3	0	3	5	5	3	2	0	5
---	---	---	---	---	---	---	---	---	---
- 7) EMAIL ID (IF ANY)

S	A	T	E	E	S	J	A	R	N	U	@	G	M
A	R	L	.	C	O	M							
- 8) WHETHER EARLIER A MEMBER OF THE EMPLOYEES' PROVIDENT FUND SCHEME, 1952?
(PLEASE TICK)

YES	NO
<input checked="" type="checkbox"/>	<input type="checkbox"/>
- 9) WHETHER EARLIER A MEMBER OF THE EMPLOYEES' PENSION SCHEME, 1995?
(PLEASE TICK)

YES	NO
<input checked="" type="checkbox"/>	<input type="checkbox"/>

IF RESPONSE TO ANY OR BOTH OF (8) & (9) ABOVE IS YES, THEN **MANDATORILY** FILL UP THE PREVIOUS EMPLOYMENT DETAILS AT (10,11&12):

17) KYC DETAILS

KYC DOCUMENT TYPE	NAME AS ON KYC DOCUMENT	NUMBER	REMARKS, IF ANY
BANK ACCOUNT-1*	JANU SATESH	924010001171022	IFSC CODE* UTZB000328
NPR/AADHAAR	JANU SATESH	496172759310	
PERMANENT ACCOUNT NUMBER (PAN)	JANU SATESH	CBEPJ4609P	
PASSPORT			EXPIRY DATE
DRIVING LICENCE			EXPIRY DATE
ELECTION CARD			
RATION CARD			
ESIC CARD			

*** Mandatory Field (NOTE: BANK ACCOUNT NUMBER (ALONG WITH IFSC CODE) IS MANDATORY. YOU ARE HOWEVER ADVISED TO PROVIDE ALL KYC DOCUMENTS AVAILABLE WITH YOU IN ADDITION TO MANDATORY KYCS TO AVAIL BETTER SERVICES. SELF-ATTESTED PHOTOCOPIES OF THE DOCUMENTS MUST BE ATTACHED WITH THIS FORM.**

C. UNDERTAKING:

- A. I CERTIFY THAT ALL THE INFORMATION GIVEN ABOVE IS TRUE TO THE BEST OF MY KNOWLEDGE AND BELIEF.
- B. IN CASE, EARLIER A MEMBER OF EPF SCHEME, 1952 AND/OR EPS, 1995,
- (I) I HAVE ENSURED THE CORRECTNESS OF MY UAN/ PREVIOUS PF MEMBER ID.
- (II) THIS MAY ALSO BE TREATED AS MY REQUEST FOR TRANSFER OF FUNDS AND SERVICE DETAILS IF APPLICABLE FROM THE PREVIOUS ACCOUNT AS DECLARED ABOVE TO THE PRESENT P.F. ACCOUNT. (THE TRANSFER WOULD BE POSSIBLE ONLY IF THE IDENTIFIED KYC DETAILS APPROVED BY PREVIOUS EMPLOYER HAS BEEN VERIFIED BY PRESENT EMPLOYER USING HIS DIGITAL SIGNATURE CERTIFICATE).
- (III) I AM AWARE THAT I CAN SUBMIT MY NOMINATION FORM THROUGH UAN BASED MEMBER PORTAL.

DATE:
PLACE:

SIGNATURE OF MEMBER

DECLARATION BY PRESENT EMPLOYER

- A. THE MEMBER Mr./Ms./Mrs. HAS JOINED ON AND HAS BEEN ALLOTTED PF MEMBER ID:
- B. IN CASE THE PERSON WAS EARLIER NOT A MEMBER OF EPF SCHEME, 1952 AND EPS, 1995:
(POST ALLOTMENT OF UAN) THE UAN ALLOTTED FOR THE MEMBER IS
PLEASE TICK THE APPROPRIATE OPTION:
THE KYC DETAILS OF THE ABOVE MEMBER IN THE UAN DATABASE
☐ HAVE NOT BEEN UPLOADED
☐ HAVE BEEN UPLOADED BUT NOT APPROVED
☐ HAVE BEEN UPLOADED AND APPROVED WITH DSC
- C. IN CASE THE PERSON WAS EARLIER A MEMBER OF EPF SCHEME, 1952 AND EPS, 1995:
THE ABOVE MEMBER ID OF THE MEMBER AS MENTIONED IN (A) ABOVE HAS BEEN TAGGED WITH HIS/HER UAN/PREVIOUS MEMBER ID AS DECLARED BY MEMBER.
PLEASE TICK THE APPROPRIATE OPTION:-
☐ THE KYC DETAILS OF THE ABOVE MEMBER IN THE UAN DATABASE HAVE BEEN APPROVED WITH DIGITAL SIGNATURE CERTIFICATE AND TRANSFER REQUEST HAS BEEN GENERATED ON PORTAL.
☐ AS THE DSC OF ESTABLISHMENT ARE NOT REGISTERED WITH EPFO, THE MEMBER HAS BEEN INFORMED TO FILE PHYSICAL CLAIM (FORM-13) FOR TRANSFER OF FUNDS FROM HIS PREVIOUS ESTABLISHMENT.

DATE:

SIGNATURE OF EMPLOYER WITH SEAL OF ESTABLISHMENT

EMPLOYEE CHECKLIST (ON-BOARDING)

EMP NAME:	YES	NO	COMMENTS
<u>CHECKLIST FOR THE EMPLOYEE</u>			
Appointment letter / Offer letter	✓		
ID Card	✓		
Visiting Card & Diary/Notepad	✓		
SIM Card	X		
Phone/ Mobile	✓		
Biometric Attendance	✓		
Email ID	✓		
Laptop, Data Card, Mouse	✓		
Emergency Contacts in the organization and a List of Staff directory			
Others (If Any)			
<u>CHECKLIST FOR THE EMPLOYER</u>			
Copy of Resume & Offer Letter			
Academic Certificates			
Aadhaar Card			
PAN Card			
Bank Account Details			
Relieving Letter (From Past Employer)			
PF(UAN Number)			
6 Month's Pay Slip (If Experienced) & Form 16			



(Signature of HR)

(Signature of Employee)

Rushi

From: Anand Kumar Joshi
Sent: 18 November 2025 16:35
To: Rushi
Cc: Suresh Nayak Bhukya
Subject: RE: Selection of Welfare Officer

Approved.

Regards
A.K.Joshi

From: Rushi <rushi@premierenergies.com>
Sent: 18 November 2025 16:30
To: Anand Kumar Joshi <anand.joshi@premierenergies.com>
Cc: Suresh Nayak Bhukya <sureshnayak.bhukya@premierenergies.com>
Subject: Selection of Welfare Officer

Dear Sir

Please find the below applications and interview feedback for the Welfare Officers for our existing plants, request you to kindly provide your approval to appoint as a welfare officer in our plant of PEIPL-I (103670), PEIPL-II (103746) And PEGEPL (103747)

S No	Name Of the Candidate	Contact No	Qualification	Experience	Current net pay	Expectation	Notice Period	Interviewer	Interview fee
1	Syed Azad	95530 26768	LLB	15 years	1L	20%	30 days	Mr. Rushi	Have the rich
2	Pirangi Krishna	9491614214	MBA and Diploma in IRPM	8 years	45K	50K	immediate	Mr. Rushi	Candidate is
3	Jainu Sateesh	6303553205	MHRM	6 years	30K	42K	immediate	Mr. Rushi	Candidate is
4	Vinod Kumar M	9866128420	PG Dip. in I.R.P.M	25 years	1.5L	Negotiable	immediate	Mr. Rushi	Communicat
5	Suresh Gompala	9885879277	MBA and Diploma in IRPM	12 Years	80K	95K	immediate	Mr. Rushi	Good in skill
6	Hyndavi Vishnuhattia	9701165891	LLB	6 years	65K	80K	60 days	Mr. Rushi	Looking gooc

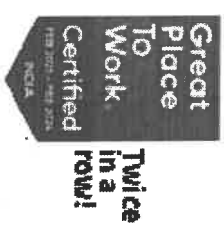
Attached CV for your reference.

Regards

Rushi Uppal

Deputy Manager-HR

7013213608



PREMIER ENERGIES LTD.

SX NO. 54/PAR I, VIKRAMPLK

SLCUNVLR&AD-500003, 1, LANGANA, NDIA

T +91 40 27744413/16 W PRLMLRLNLRGIES.COM

LET'S GO SOLAR.