

Date :18-11-2025

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. Plot No.8/B/1, 8/B/2, Survey No: 62(P), 63(P) & 88 (P), E-city, Raviryala, Maheswaram, Ranga Reddy - 501359.

We of M/s. Premier Energies International Private Limited. Plot No.8/B/1, 8/B/2, Survey No: 62(P), 63(P) & 88 (P), E-city, Raviryala, Maheswaram, 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: 103670 and employing around 650 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. Gompala Suresh is suitable for the post of welfare officer who has a Master of Business administration and Diploma in Industrial Relations and Personnel 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. Gompala Suresh may be ratified for the post of welfare officer under Sec 49 and rule 76-B and earlier he was held the ratified welfare officer Approval from the department of factories.

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

T: +91 40 27744415/16 | **E:** INFO@PREMIERENERGIES.COM | **W:** PREMIERENERGIES.COM**GST** 36AATCA8732D1ZF | **CIN** U40300TS2020PTC181385

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. Ratified Welfare Officer Copy (Lr.No.L.Dis.B2/4098/2020 Dt: 09.11.2020)
4. 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,
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MANUFACTURING UNIT-II

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

**GOVERNMENT OF TELANGANA
FACTORIES DEPARTMENT**

From
B.Rajagopala Rao, B.Tech (Chem),
Director of Factories,
Telangana State
Block No: 304, 3rd Floor,
Maitrivihar Commercial Complex,
Besides Passport Office,
(Aditya Trade Center),
Ameerpet, Hyderabad - 500 038.

To
The Occupier,
M/s. Pitti Engineering Limited,
Regd Office: 6-3-648/401, 4th Floor,
Padmaja Landmark,
Somajiguda,
Hyderabad-500 082.

Lr. No. L.Dis. B2 / 4098 / 2020, Dt: 09.11.2020

Sir,

Sub: The Factories Act, 1948 and the Telangana Factories Rules, 1950 –
Appointment of **Mr. G.Suresh** as Welfare Officer in M/s. Pitti
Engineering Limited, Plant - II, Survey No: 1837 & 1838,
Jangoniguda Road, Nandigaon (V & M), Rangareddy District -
Ratified and taken on Record.

Ref: Letter No: PEL/II/HR/2020, dated: 02.11.2020 of the Occupier.

-oOo-

With reference to the above letter cited, you are informed that the
appointment of **Mr. G.Suresh** as Welfare Officer in M/s. Pitti Engineering Limited,
Plant - II, Survey No: 1837 & 1838, Jangoniguda Road, Nandigaon (V & M),
Rangareddy District is hereby ratified and taken on record under Rule 76-B of the
Telangana Factories Rules, 1950.

Yours faithfully,


Director of Factories

Copy to:

1. The Deputy Chief Inspector of Factories, Hyderabad.
2. The Inspector of Factories, Rangareddy.

BOARD OF SECONDARY EDUCATION ANDHRA PRADESH



SECONDARY SCHOOL CERTIFICATE

BB 059275

PC/05/005107/11

KOTTA PO

KOTTAVALASA

Vijayanagara (Dist.)

CERTIFIED THAT **GOMPALA SURESH**

S/O SURYANARAYANA

Bearing Roll No. 0103108

belongs to **K P M H SCHOOL KOTTAVALASA PARVATHIPURAM**

has appeared and PASSED at the SSC EXAMINATION held in **MARCH-2003** in **THIRD**

Division with **TELUGU**

as the medium of instruction.

DATE OF BIRTH
OF THE
CANDIDATE

16/05/1988

DAY

ONE FIVE

MONTH

MAY

YEAR

ONE NINE EIGHT EIGHT

THE CANDIDATE SECURED THE FOLLOWING PERCENTAGE OF MARKS

SUBJECT	Marks Secured (in figures)	Marks Secured (in words)
FIRST LANGUAGE : TELUGU	65	SIX FIVE
THIRD LANGUAGE : ENGLISH	37	THREE SEVEN
MATHEMATICS :	37	THREE SEVEN
GENERAL SCIENCE :	38	THREE EIGHT
SOCIAL STUDIES :	45	FOUR FIVE
TOTAL :	222	(TWO TWO TWO)
SECOND LANGUAGE : HINDI	25	TWO FIVE
GRAND TOTAL :	247	(TWO FOUR SEVEN)
Life Skills Education :	Grade Secured	

Marks of Identification : 1. A mole on the left side of the left eye brown
2. A mole on the neck.

Head of Institution
with School Stamp

Head Master

KOTTA PO ANIMA MUNICI PALAH SCHOOL
KOTTAVALASA-PARVATHIPURAM
Vijayanagara (Dist.)

Date of Issue

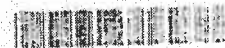
01-05-2003

SECRETARY

BOARD OF SECONDARY EDUCATION
A.P. HYDERABAD

1. For valid education, the Board of Secondary Education, Hyderabad, will accept the Head of the Institution, before delivery of the certificate to the candidates.
2. Any corrections 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 indicates the old marks secured in previous examinations.

2003



Sl. No. E962608

24/0050/E962608



Board of Intermediate Education, A. P.

Vidya Bhavan, Nampally, Hyderabad - 500 001



INTERMEDIATE PASS CERTIFICATE CUM MEMORANDUM OF MARKS

This is to certify that **GOMPALA SURESH** son of **BURYANARAYANA** bearing Registered No. **052450619** has appeared at the Intermediate Public Examination held in **JUNE-2005** and passed **COMPARTMENTALLY** 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 - I : ENGLISH	100	035 *	100	051 *
Part - 2 : TELUGU	100	051 *	100	050 *
Part - 3 : Optional Subjects				
ECONOMICS	100	044 *	100	052 *
COMMERCE	100	038 *	100	046
CIVICS	100	052 *	100	038 *
Total Marks in Figures	457 ⇒ 457			
In words	FOUR FIVE SEVEN			
Date	25-06-2005			

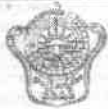
Signature of PRINCIPAL

Govt. Junior College
PARVATIPURAM

Sree Rama Institute of Management
TANUKU - 534 211

Controller of Examinations

052450619



Serial No. **011353**
Official Memo No. El (Sup)/ 2008

ANDHRA UNIVERSITY

Register No. **106050068**

B.A.(C.C.S) Degree Provisional Certificate cum Consolidated Memorandum of Marks

This is to certify that GOMPALA SURESH
has qualified himself/herself for the Degree of Bachelor of Arts in this University, he/she having been
declared to have passed the Examination prescribed therefor as follows and that he/she has done all that is
necessary for the formal presentation for the Degree of Bachelor of Arts.

	MONTH AND YEAR	TOTAL MARKS SECURED	CLASS AWARDED
PART-I	MARCH 2008	302/600	SECOND
PART - II	MARCH 2008	801/1300	FIRST
PART-I (ii) Second Language	TELUGU		
PART - II Environmental Studies			
Optional - I	ECONOMICS		
Optional - II	INDUSTRIAL RELATIONS		
Optional - III	SOCIOLOGY		

The following are the marks secured by the candidate :

Subjects	Month & Year of Passing	Number of Marks Secured	Marks secured in words	Passing Minimum	Maximum
				35%	Number of Marks
FIRST YEAR - Part-I					
(i) English - Paper I Written	MAR. 2006	21	TWO ONE	17	50
Practicals	MAR. 2006	36	THREE SIX	18	50
(ii) Second Language - Paper I	MAR. 2006	43	FOUR THREE	35	100
(iii) Indian Heritage and Culture	MAR. 2006	19	ONE NINE	18	50
Part - II					
Optional-I ... Written - Paper I	MAR. 2006	45	FOUR FIVE	35	100
Practical / Field Work / Project					
Optional-II ... Written - Paper I	MAR. 2006	34	THREE FOUR	26	75
Practical / Field Work / Project	MAR. 2006	21	TWO ONE	9	25
Optional-III ... Written - Paper I	MAR. 2006	56	FIVE SIX	35	100
Practical / Field Work / Project					
SECOND YEAR - Part-I					
(i) English - Paper II Written	MAR. 2007	20	TWO ZERO	17	50
Practicals	MAR. 2007	41	FOUR ONE	18	50
(ii) Second Language - Paper II	MAR. 2007	35	THREE FIVE	35	100
(iii) Science and Civilization	MAR. 2007	18	ONE EIGHT	18	50
Part - II					
Environmental Studies					
Written	MAR. 2007	48	FOUR EIGHT	26	75
Practicals	MAR. 2007	20	TWO ZERO	9	25
Optional-I ... Written - Paper II	MAR. 2007	52	FIVE TWO	35	100
Practical / Field Work / Project					
Optional-II ... Written - Paper II	MAR. 2007	53	FIVE THREE	26	75
Practical / Field Work / Project	MAR. 2007	22	TWO TWO	9	25
Optional-III ... Written - Paper II	MAR. 2007	65	SIX FIVE	35	100
Practical / Field Work / Project					
THIRD YEAR - Part-I					
English - Paper III Written	MAR. 2008	24	TWO FOUR	17	50
Practicals	MAR. 2008	45	FOUR FIVE	18	50
Part-II					
Optional-I ... Written - Papers III & IV	MAR. 2008	132	ONE THREE TWO	70	200
Practical / Field Work / Project					
Optional-II ... Written - Papers III & IV	MAR. 2008	110	ONE ONE ZERO	53	150
Practical / Field Work / Project	MAR. 2008	42	FOUR TWO	18	50
Optional-III ... Written - Papers III & IV	MAR. 2008	101	ONE ZERO ONE	70	200
Practical / Field Work / Project					

VISAKHAPATNAM

Date: 18-09-2009

Initial of the
Clerk

Read:
Examined

ADDITIONAL CONTROLLER OF EXAMINATIONS

Sl. No. 011346



BA/M-08

ISO

9001:2000

Certified

Register No. 106050068

రిజిస్టర్ నెం.

ANDHRA UNIVERSITY

ఆంధ్ర విశ్వకళాపరిషత్



FACULTY OF ARTS

ఫ్యాకల్టీ ఆఫ్ ఆర్ట్స్

This is to certify that
ధృవీకరణ

Mr./Ms.

శ్రీ/శ్రీమతి/కుమారి

GOMPALA SURESH

Son/Daughter of

SURYANARAYANA

కుమారుడు/కుమార్తె

has been duly admitted to the Degree of **Bachelor of Arts**

బ్యాచులర్ ఆఫ్ ఆర్ట్స్ పట్టాప్రదానానికి అర్హతపొందినందున

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

ఈ విశ్వవిద్యాలయం మించి క్రింద సూచించిన విధంగా అతడు/ఆమె పట్టాకు నిర్దేశించిన పరీక్షలో ఉత్తీర్ణత పొందినట్లు ప్రకటించబడింది.

Month & Year of Passing ఉత్తీర్ణత పొందిన నెల, సంవత్సరం	Subjects అభ్యసించిన అంశాలు	Class Awarded పొందిన శ్రేణి	Medium మాధ్యమం
MARCH 2008	Part I - (a) English (b) TELUGU (c) Indian Heritage & Culture and Science & Civilization	SECOND	
MARCH 2008	Part II - ENVIRONMENTAL STUDIES ECONOMICS INDUSTRIAL RELATIONS SOCIOLOGY	FIRST	TELUGU

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

Given under the Seal of the University

విశ్వవిద్యాలయ అధికార ముద్రలో జారీచేయబడినది.

Visakhapatnam, A.P., India

విశాఖపట్టణము, ఆంధ్రప్రదేశ్, భారతదేశము.

Date 04-11-2009

తేది

Controller of Examinations

పరీక్షల నిర్వహణాధికారి

ANDHRA



UNIVERSITY

OFFICIAL MEMORANDUM NO. E VII(2)/MBA/2010
 PROVISIONAL GRADE CARD - - MASTER OF BUSINESS ADMINISTRATION (F.T.)
 DEGREE EXAMINATION - APRIL 2010

NAME OF THE CANDIDATE: GOMPALA SURESH

THE FOLLOWING MARKS WERE SECURED BY THE CANDIDATE

REGISTER NO: 109287302013

SUBJECTS	SUBJECT CREDITS	GRADE OBTAINED	POINTS OBTAINED
AT THE END OF SECOND SEMESTER			
MARKETING MANAGEMENT	4	B	32
FINANCIAL MANAGEMENT	4	A	36
HUMAN RESOURCE MANAGEMENT	4	B	32
OPERATIONS MANAGEMENT	4	B	32
CORPORATE LEGAL FRAMEWORK	4	C	28
COMPUTER APPLICATIONS IN MANAGEMENT	4	B	32
RESEARCH METHODOLOGY FOR MANAGEMENT	4	C	28
TOTALS	28		220

SEMESTER GRADE POINT AVERAGE (SGPA) : 7.86
 CUMULATIVE GRADE POINT AVERAGE (CGPA) : 7.57

RANGE OF MARKS	105%	175%-85%	167%-74%	150%-66%	150%-57%	140%-49%	C= 39%
GRADE	A	A	B	C	D	E	F
POINTS	10	9	8	7	6	5	0

Visakhapatnam

Date

31-08-2010

Secy. Rama Narayana Management
 TAMILARU 211

For CONTROLLER OF EXAMINATIONS



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 Vidyanagar. 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

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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

Gompala Suresh
Kottavalasa, parvathipuram
AndraPradesh -535501

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:

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

be intimated 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. The Employee acknowledges that the Employer would incur cost of "INR 1,00,000 (Rupees One Lakh Only)" for providing such training to the Employee ("**Training Cost**").
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;

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

- (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.

MFG. UNIT & REGD. OFFICE:

PLOT NO. 8/B/1&2, E-CITY (FAB CITY)
MAHESHWARAM MANDAL, RAVIRYALA VILLAGE
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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

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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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

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)
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RANGA REDDY DISTRICT-501359
TELANGANA, INDIA

CORPORATE OFFICE:

8th FLOOR, ORBIT TOWER 1
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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: **Gompala Suresh**


(signature)

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MANUFACTURING UNIT-II

MAHESHWARAM MANDAL, RANGA REDDY DISTRICT, TELANGANA-501359


EXHIBIT A**SERVICES**

1. As a **Human Resources Manager**, 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 1189750- (Rupees Eleven lakhs Eight Nine Thousand Seven Hundred and Fifty 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.

PARTICULARS	Amount (in Rs. PM)	Amount (in Rs. PA)
A : GROSS SALARY		
Basic	48,280	5,79,360
H R A	19,312	2,31,744
Special Allowances	24,204	2,90,448
Total (A)	91,796	11,01,552
Deductions		
Employee's PF	1,800	21,600
Employee's ESI	-	-
Professional Tax	200	2,400
**Net Take Home	22,000	2,64,000
B : Employer's Contributions		
Gratuity	2322	27,864
Corporate Health Insurance	492	5,904
Employer's PF	1,950	23,400
Employer's ESI	-	-
Total (B)	4,764	57,168
C : Annual Emoluments		
Variable Bonus	2,586	31,032
Total (C)	2,586	31,032
Total CTC (A+B+C)	99,146	11,89,750



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 C

**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 a

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

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

MFG. UNIT & REGD. OFFICE:

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TELANGANA, INDIA

MANUFACTURING UNIT-II

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

Gompala Suresh


(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
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

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: **Gompala Suresh**

Date: 15/05/25

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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8th FLOOR, ORBIT TOWER 1
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MAHESHWARAM MANDAL,
RAVIRYALA VILLAGE, K.V.RANGAREDDY DISTRICT,
TELANGANA-501359

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.

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
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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: _____

Name of Employee: **Gomapala Suresh**

Date: _____

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: _____

MFG. UNIT & REGD. OFFICE:

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

Plant _____ Location _____

Personal Information

Full Name SURESH GOMPALAFather's Name SURAN SURYANARAYANAMother's Name GOWRAMMAAddress _____
Flat/House no. _____ Street/Road No. _____City SHAMSHABAD State TELANGANA ZIP Code 501218Personal Number 9885879277 Alternate Number _____Marital Status MARRIED Gender MALEEmail (Personal) sureshgompala@gmail.comAadhaar Card Number 8064 9604 1430PAN Card Number AYVPG5921DBirth Date 15/05/1988 Blood Group O⁺ve

Bank Account Details

Bank Name HDFC Branch Address SHADNAGAR, RR (D/H) TGA/c Number 50100007504072 IFSC Code HDFC0001640

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, PREMIER ENERGIES PHOTOVOLTAL
PRIVATE LIMITED

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

1. Shri/Srimati SURESH GOMPALA

[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)
<u>NANGALA DNYA</u>	<u>WIFE</u>	<u>25</u>	<u>50%</u>
<u>GOMPALA GOWRAMMA</u>	<u>MOTHER</u>	<u>55</u>	<u>25%.</u>
<u>GOMPALA SURYANA</u> <u>RAYANA</u>	<u>FATHER</u>	<u>81</u>	<u>25%.</u>
<u>—</u>	<u>—</u>	<u>—</u>	<u>—</u>



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)	<input checked="" type="checkbox"/> MR <input type="checkbox"/> MS <input type="checkbox"/> MRS		S U R E S H G O M P A L A							
(PLEASE TICK)										
2) DATE OF BIRTH	D	D	M	M	Y	Y	Y	Y		
	1	5	0	5	1	9	8	8		
3) FATHER'S/ HUSBAND'S NAME	MR.	S U R Y A N A R A Y A N A								
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)	9 8 8 5 8 7 9 2 7 7									
7) EMAIL ID (IF ANY)	S U R E S H G O M P A L A @									
	G M A I L . C O M									
8) WHETHER EARLIER A MEMBER OF THE EMPLOYEES' PROVIDENT FUND SCHEME, 1952?	(PLEASE TICK)		YES <input checked="" type="checkbox"/>		NO <input type="checkbox"/>					
9) WHETHER EARLIER A MEMBER OF THE EMPLOYEES' PENSION SCHEME, 1995?	(PLEASE TICK)		YES <input checked="" type="checkbox"/>		NO <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*	SURESH GOMPALA	130101000018700	IFSC CODE* 10BA000130
NPR/AADHAAR	SURESH GOMPALA	806496041430	—
PERMANENT ACCOUNT NUMBER (PAN)	SURESH GOMPALA	AYVPG5921D	—
PASSPORT	—	—	EXPIRY DATE —
DRIVING LICENCE	SURESH GOMPALA	7520720190062204	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	✓		
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 <rushhi@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 Vishnubhatla	9701165891	LLB	6 years	65K	80K	60 days	Mr. Rushi	Looking good

Attached CV for your reference.

Regards

Rushi Uppal

Deputy Manager-HR

7013213608

**Great
Place
To
Work
Certified**

**Twice
in a
row!**



**Première
Énergies**

PREMIER ENERGIES LTD.

SY. NO. 54, PAKI, YIKHRAMHLK

SLCUMBLRABAD-500003, 1:LANGARA, NDIA

T +91 40 27744415/16 W PRML@RLA.LRGILE.S.COM

LET'S GO SOLAR.