

Tredence Analytics Solutions Pvt Ltd.

11th Floor, Building 2 at Prestige Tech Park IV, Amane Bellandur Khane Village, Varthur Hobli,
Kadubeesanahalli, Bangalore, 560103.

May 23, 2025
Gurgaon

Subject: Offer of Employment

Hi Ankit Sharma,

Congratulations!

On behalf of Tredence Analytics Solutions Private Limited, ("Company"), we are pleased to extend the offer of employment to you on the terms and conditions contained herein:

Your designation will be Associate Manager, L3 and title Senior Data Scientist. You will work from our office located at Tredence Analytics Solutions Private Limited ,91 Springboard, Ground Floor of 7A, DLF Cyber City, DLF Phase 2, Sector 24, Gurugram, Haryana 122002 at present and shall be required to travel per the requirement of the Company as per its applicable policies. During the term of your employment at the Company, you will perform such duties as may be assigned to you from time to time and will follow all directions given by the company's management.

Your joining date as mutually agreed is May 27, 2025.

You are eligible for a total compensation package of INR 38,00,000. The compensation offered to you is described in detail in 'Annexure 1: Remuneration' annexed to this Offer.

The appraisal cycle in the Company is annual - from April to March of every calendar year. You undertake, commit, agree, and covenant that these terms and conditions shall continue to be operative notwithstanding any changes in your designation, position and location.

Variable pay is a guaranteed pay component which shall be prorated based on your employment period and paid out on a monthly basis. You will be entitled to the same, provided you are not serving your notice period at the time of the payout.

If you exited from the Company or will be serving notice period before the payout date, you will not be eligible for any portion of the variable pay.

You agree that you shall perform all the duties and undertake responsibilities within the mandate of the workplace and office policies of the Company, as modified from time to time, at the sole discretion of the Company.

This offer is subject to your background verification of such as academic, employment, salary history etc. The Company reserves all the rights to cancel this Offer if any relevant information provided by you is found false or misrepresented. In such a contingency, you shall be liable to be discharged forthwith.

Please confirm your acceptance of the above-mentioned terms and conditions by signing a copy of this Offer Letter.

This offer is valid for two days from the date of this letter.

We look forward to welcoming you to Tredence Analytics Solutions Private Limited.

For Tredence Analytics Solutions Private Limited.



Rekha Nair

CHRO

Acceptance: I hereby accept the above-mentioned terms and conditions.

Signature:	\$Signature
Name:	Ankit Sharma
Date:	\$Date
Place:	

Annexure 1: Remuneration*

Name	Ankit Sharma
Designation	Associate Manager
Component	Annual (Rs.)
Basic Salary	14,13,600
HRA	5,65,440
Special Allowance	13,85,328
Gross (A)	33,64,368
Statutory Contributions (PF) (B)	1,69,632
Gross with statutory (A+B)	35,34,000
Variable Pay (C)	2,66,000
Total Annual CTC (A+B+C)	38,00,000
Gratuity	You are entitled for gratuity on completion of 5 years of employment with us per the applicable laws.
Insurance	The Company will cover Premium for life and accidental insurance for Self and Medical Insurance for Self + 5 dependents (including Spouse, Children and Parents).

***Note:** Statutory deductions such as Income Tax, Employee Contributions towards EPF, Professional Tax, ESI, etc. will be deducted as per the applicable law.