



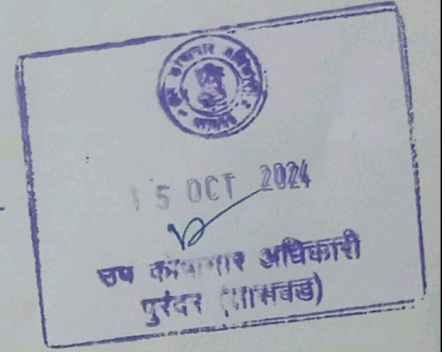
महाराष्ट्र MAHARASHTRA

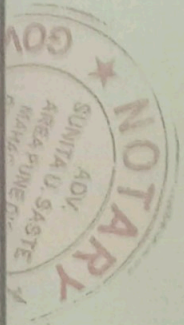
2023

CH 255642

जलपत्र- १ / Annexure- 1

फक्त प्रातिज्ञापत्रासाठी (अनुच्छेद-४) / Only For Affidavit (Article-4)
प्रतिज्ञापत्र कोणाकडे सादर करतायस्य (For Submitting to) Indemnity Bond
प्रतिज्ञापत्रासाठीचे कारण- (Reason for Affidavit) बोकार रॉयल्टी भुगतान
मुद्रांक विकत घेणाऱ्याचे नाव व राहत्या ठिकाण (Stamp Purchaser's Name/ Place of residence) रा. शिवाजी
मुद्रांक विक्री बाबतची नोंद वही अनु. क्रमांक/ दिनांक (Serial No./Date) 757 / 28.11.2024
मुद्रांक विकत घेणाऱ्याची सही (Stamp purchaser's sign./ Date) 0.574pp
परवानाधारक मुद्रांक विक्रेत्याची सही व परवाना क्रमांक (Stampholder's sign. and No.) same
तसेच मुद्रांक विक्रीचे ठिकाण/ पत्ता- श्रीमती. पी. एच. सस्ते
मुद्रांक विक्री- ला.नं. २२९००९४ तहसिलदार कार्यालय, सासवड, ता. पुरंदर, जि. पुणे.
ज्या कारणासाठी ज्यांनी मुद्रांक खरेदी केला त्यांनी त्याच कारणासाठी मुद्रांक खरेदी केल्यापासून ६ महिन्यांत वापरणे बंधनकारक आहे.





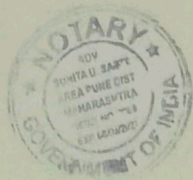
INDEMNITY BOND WITH SURETY

This Indemnity is made and executed at TECH MAHINDRA LTD PLOT NO 01 RAJIV GANDHI INFOTECH PARK, PHASE 3, HINJEWADI, PUNE SPECIAL ECONOMIC ZONE, PUNE – 411057 (MAHARASHTRA) INDIA Location 5TH day of December 2024 by Mr./Ms./Mrs Omkar Sanjay Jagtap Age 21 s/o Mr. Sanjay Rajaram Jagtap a permanent resident of A/p Rajewadi Tal Purandar Dist Pune hereinafter called “**Employee**” which expression shall, unless repugnant to the context or meaning thereof, mean and include his heirs, legal representatives, administrators, executors and assigns] **THE PARTY OF THE FIRST PART**

AND

Mr. Sanjay Rajaram Jagtap Age 52 s/o Mr. Rajaram Khandu Jagtap a permanent resident of A/p Rajewadi Tal Purandar Dist Pune [hereinafter called “**Surety**” which expression shall, unless repugnant to the context or meaning thereof, mean and include his heirs, legal representatives, administrators, executors and assigns **THE PARTY OF THE SECOND PART,**

IN FAVOUR OF Tech Mahindra Limited, a company incorporated under the Companies Act, 1956 and having its corporate office at info city, Hi-tech city layout Madhapur, Hyderabad 500081, India [hereinafter called “**Tech Mahindra**” which expression shall, unless repugnant to the context or meaning thereof, deemed to mean and include its successors and assigns



WHEREAS the Employee has been selected for appointment as in the Band in the service of Tech Mahindra.

AND WHEREAS an Offer of Appointment containing the terms and conditions of the appointments has already been issued to the Employee vide letter No _____ dated of Tech Mahindra.

AND WHEREAS the acceptance of the terms and conditions of the appointment has already been communicated to Tech Mahindra on by the employee.

AND WHEREAS one of the terms and conditions of the appointment is that the Employee shall undergo an initial training programme called Entry Level Integrated Training and Enablement (hereinafter referred as ELITE) which may also include the project specific training/s and would be subsequently placed on assignments relating to various projects of Tech-Mahindra. The Employee shall serve Tech Mahindra for a minimum period of twenty-four (24) months from the date of joining of the Employee and execute an indemnity with surety in favour of Tech Mahindra.

NOW THIS INDENTURE WITNESSETH as under:

1. In compliance of the aforesaid condition in Offer of Appointment subject to which Tech Mahindra has agreed to give appointment to the Employee, the Employee hereby undertakes to undergo the Initial Training Programme as provided by Tech Mahindra without any interruption whatsoever and serve Tech Mahindra, on its various projects at any location, in India or abroad, for a minimum period of twenty four (24) months from the date of joining.
2. The Employee hereby undertakes to devote his/her full time and attention to the business of Tech Mahindra with due care, skill and diligence. The Employee further undertakes to use his/her best efforts in the performance of his/her duties and responsibilities and abide by the rules and regulations of Tech Mahindra.
3. The Employee hereby undertakes to honor the commitment made by Tech Mahindra to its customer/s for completion of any project/s and further undertakes not to abandon any project before its completion.
4. The party of the Second Part i.e. agrees to stand as Surety for the due performance of the obligation of the Employee under this agreement of indemnity. In case of breach of the terms of this indemnity by the Employee and failure to indemnify Tech Mahindra, the Surety shall be jointly and severally liable to pay the aforesaid amount of INR 100,000/- (Rupees One lakh only) to Tech Mahindra with an interest at the rate as specified herein below, immediately on demand.
5. The Employee further agrees and undertakes that in case, he/she commits breach of the above conditions and resigns from or leaves/abandons the service and/or neglects in performance of the duty assigned to him/her leading to termination of his/her service as per rules/regulations, by Tech Mahindra, he/she shall pay an amount of INR 100,000 (Rupees One lakh only) with the interest thereon @ 15% per annum from the date of breach of the above till the payment thereof, as liquidated damages/cost of training including on the job training, the expenses which Tech Mahindra has incurred/may have to incur in recruiting another employee in his/her place, and also on account of business loss suffered/to be suffered by Tech Mahindra during intervening period. The employee and surety agree that assessment of liquidated damages as assessed as INR 100,000 (Rupees One lakh only) are reasonable, which they both agree to pay jointly and severally, on demand made by Tech Mahindra.
6. Notwithstanding anything contained herein above, furnishing of this indemnity will not create any right in favour of the Employee to continue in the service of Tech Mahindra for the aforesaid term of twenty four (24) months, and Tech Mahindra shall always have the right to take appropriate action against the Employee as per terms of the appointment letter and/or the rules and regulations of Tech Mahindra as applicable, in case of commission of any misconduct by the Employee.



7. The amount specified above shall constitute a debt owing to Tech Mahindra and shall be recoverable from the Employee and the Surety jointly and severally with interest thereon at the rate specified above till the payment thereof.

IN WITNESS whereof, the EMPLOYEE & the SURETY have put their signatures in the presence of the witnesses.

Signed and delivered by the Party of the first part i.e. the Employee having read and understood the contents/terms of this Indemnity Bond



Sig: *O.S. Jagtap*

Name of First Part:

Omkar Sanjay Jagtap

Signed and delivered by the Party of the second part i.e. the Surety having read and understood the contents/terms of this Indemnity Bond



Sig:

S. Jagtap

Name of Surety:

Sanjay Rajaram Jagtap

S/d by:-

1. WITNESS: *S. Jagtap*

(Name)

Sanjay Rajaram Jagtap (Rajewadi)

S. Jagtap

2. NAME & ADDRESS: 2. WITNESS: *Vaishali Sanjay Jagtap (Rajewadi)*
(Name)

NAME & ADDRESS



28 NOV 2024

BEFORE ME

Noted and Registered
at Serial Number *843/2024*

P. Saste

IRS. SUNITA UMESH SASTE
NOTARY GOVT OF INDIA
PUNE DIST