

9 May 2022

To
CHINNIKRISHNA DARAPUREDDY
India

Dear **CHINNIKRISHNA**

We welcome you to Luxoft India LLP, a member of the Luxoft Holding, Inc group of companies ("Luxoft"). We are confident that we will be able to provide you a rewarding long-term career filled with excitement and challenges. Luxoft provides its team an open and collaborative environment, one that fosters continued professional progress and provides an opportunity to think out of the box.

As a young IT firm, we offer our team members immense challenges and also a rewarding career path. We hope your association with us is meaningful to you and you will have a fruitful long stay at Luxoft. We welcome you on board this exciting journey.

We are pleased to enclose your offer letter below. Do feel free to let us know if you have any queries or questions on the same.

Thank you

Sincerely

Ramya R Bharadwaj
Ramya R Bharadwaj (May 9, 2022 14:41 GMT+5.5)
Ramya R Bharadwaj
APAC HR Operations Director
Luxoft India LLP"

Return Attachments

1. Signed original of offer of employment
2. Signed original of Confidentiality and Non Solicitation Agreement
3. Copy of passport
4. Proof of academic qualifications
5. Proof of previous salary and/or bonus and/or commission

Email ID:
contactluxoftindia@luxoft.com

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AAI-9932

Address:
Ground Floor, Gardenia (2D)
Building, Embassy Tech Village
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9 May 2022

To

CHINNIKRISHNA DARAPUREDDY
India

Dear **CHINNIKRISHNA**

Subject: Offer of employment as Lead Software Engineer

We are pleased to extend to you an offer of full-time employment in Luxoft India LLP ("the Company"), Bangalore, India as **Lead Software Engineer**

DATE OF APPOINTMENT

Your employment with the Company shall commence from **16 May 2022**

PROBATION

The first 3 (three) months of your employment will be on a probationary basis. Depending upon your performance, at the end of the probation period, your permanent appointment will be confirmed, subject to no other changes in the terms and conditions of employment unless otherwise decided by the Company. The Company may, at its sole discretion, extend the Probationary Period, by providing you prior written notice.

COMPENSATION

- a. Your Annual Fixed Salary INR 2200000 will be **Twenty-Two lakhs only** less statutory deductions as required by various law & acts from time to time. This compensation provides a market-competitive compensation package. Please see appendix "A" for details.
- b. The compensation shall be inclusive of applicable statutory benefits, if any. Any contributions (including but not limited to any provident fund contributions, insurance, etc.) to be made by the Company on your behalf shall be deducted from your compensation.
- c. The Company may, solely at its discretion, change your compensation structure from time to time based, inter alia, on merit considering periodic and consistent overall performance, conditions of the business of the Company and other parameters as determined by the Company at its sole discretion. A change in salary structure is discretionary and you shall not consider it as a matter of right.
- d. All payments received by you pursuant to your employment with the Company would be subject to statutory deductions as per applicable law including but not limited to tax deduction at source. You shall be solely responsible for all personal and other taxes, as relevant, including the preparation and filing of such tax returns with the appropriate authorities. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.
- e. If, during your employment with the Company, you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.

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ANNUAL LEAVE ENTITLEMENT

Your annual leave entitlement will be determined in accordance with the Company's Leave Policy.

DUTIES

Your Manager will provide you with a job description outlining your duties and responsibilities on your first day of employment.

Your duties may require you to travel to and from Bangalore. You may also be required to spend days away from Bangalore depending on the requirements of your position. You should make yourself familiar with our travel and expense reimbursement policy. The Company may, at its sole discretion, second, depute, assign and/or transfer you to any other office of the Company in India or overseas or to any group companies or to any third parties. You hereby consent to any such secondment, deputation, assignment and/or transfer by the Company of your employment including to third parties. You acknowledge and agree that such secondment, deputation, assignment and/or transfer by the Company shall not be a breach of your terms and conditions of employment with the Company. Further, in such case, you shall also be bound by any policy of such other office, group of the Company, or third party, in existence, at the time of the secondment, deputation, assignment and/or transfer or that may be subsequently framed. In such case, you should make yourself familiar with our travel and expense reimbursement policy. You may also be required to undergo certain mandatory trainings, workshops and seminars from time to time during your employment with the Company, including but not limited to, trainings on Company's policies, procedures and guidelines.

TERMINATION OF EMPLOYMENT

Subject to the terms contained herein, at any time, this contract of employment may be terminated by either party, by giving to the other **three calendar months'** notice during and after probation thereof in writing. The Company shall at its sole discretion choose to terminate your employment by paying you salary in lieu of the notice period contained herein. You are also expected to serve the Company diligently during this period of notice in accordance with all applicable Company policies. The Company may at its sole discretion waive all or part of the notice or allow you to pay in lieu of the notice.

Your employment may also be terminated by the Company without notice (without salary in lieu of notice), at the sole discretion of the Company, for any breach of this contract or the Company Policy/ies or other documents or directions of the Company or for misconduct including but not limited to, misrepresentation, fraudulent, dishonest or undisciplined conduct of, or breach of integrity, or embezzlement, or misappropriation or misuse by you of the Company's property, or insubordination or failure to comply with the directions given to you by persons so authorized, or your incompetence or your insolvency or conviction for any offence involving moral turpitude, or irregularity in attendance, or your unauthorized absence from the place of work for more than (24) working days, or closure of the business of the Company, or redundancy of your post in the Company, or behaviour, which is prejudicial to the business or interests of the Company. The termination by the Company shall be binding on you and you agree to waive all your legal rights to claim any kind of benefit from the Company in lieu thereof.

Notwithstanding anything aforesaid, termination by you shall be subject to the satisfactory completion of all your existing duties, obligations and projects etc.

At the time of termination of your employment, if there are any dues from you, the same may be adjusted against any money due to you from the Company on account of salary or any other such payments.

This contract shall be construed subject to any applicable statute or enactment and to any rule, regulation, or industrial by-law to the extent only that they are consistent with this contract.

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CONFIDENTIALITY

Confidential information, as used in this provision, means any proprietary and non-public information which may include but not limited to, any trade secrets, technical, commercial, know-how, ideas, business plans, research, product plans, customer lists and customers, markets, product ideas, service models, inventions, processes, techniques, development tools, algorithms, databases, software (whether in source code or object code form), hardware, devices, designs, schematics, drawings, formulae, data, plans, strategies, forecasts, and any technical, engineering, manufacturing, product, marketing, servicing, financial, personnel and other information and materials regardless of whether or not the information is documented, with the exception of information which is or becomes generally known or which has come or comes to general knowledge other than through the breach of this provision.

During the employment, you will be allowed access to confidential material and Confidential information, of technical, commercial and other nature of Luxoft India LLP and/or any other subsidiary, affiliate or member company of the Luxoft Holding, Inc group of companies (hereinafter collectively "Luxoft"), including Intellectual Property (as defined in this agreement) of Luxoft. You undertake to refrain from disclosing, revealing or forwarding to a third party or otherwise making public any such Confidential information and/or documentation that you receive, submit or is disclosed for you during the term of your employment at Luxoft and thereafter. Specifically, You shall forever hold the Confidential information in confidence and shall not publish, disclose or disseminate, at any time, to any person or competitor of Luxoft; or use for any purpose any Confidential information other than such purposes as shall be required to fulfil your duties with the Company, or remove and transfer any Confidential information via an email or by using any other modes of transfer, in whole or in part, from the Company's premises.,

INTELLECTUAL PROPERTY

- a. All results and similar data, materials, information or reports derived, created or prepared during your employment, regardless of form and medium and including-but not limited to – Intellectual Property (as defined below), reports, construction, drawings, descriptions, ideas, inventions, processes and concepts shall, without limitation, belong to Luxoft, including but not limited to all:
 - (i) inventions (both patentable and non-patentable), patents, patent applications and similar rights and supplements thereto,
 - (ii) copyrights comprising data programs, data, drawings and documentation,
 - (iii) databases,
 - (iv) patterns and designs, including applications and registrations thereof,
 - (v) trademarks, service marks and logos, as well as translations, variations and combinations thereof, including goodwill thereof, as well as all applications, registrations and renewals thereof,
 - (vi) commercial secrets as well as all other confidential technical or business related information (including, for example, ideas, research and development, methods, designs, constructions, logistics, know-how, formula, compositions, manufacturing, production process and production technology, technical data, drawings and specifications), and
 - (vii) All other similar rights irrespective of format or means of storage, insofar as these wholly or partly constitute a part of the results,

shall be the sole property of the Company from date of creation thereof.

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- b. During the term of your employment and after termination of your employment with the Company, you agree to maintain adequate and current written records on the development of all Intellectual Property (solely or jointly with others) and to disclose promptly without cost or delay, and without publishing the same, upon its creation to the Company, all Intellectual Property and relevant records, which will remain the sole property of the Company. You further agree that all information and records pertaining to any idea, process, trademark, service mark, invention, technology, computer program, original work of authorship, design, formula, discovery, patent or copyright that you do not believe to be an Intellectual Property, but is conceived, developed, reduced to practice by you (alone or with others) during the period of employment, shall be promptly disclosed to the Company. You further acknowledge that all original works of authorship which are made by you (solely or jointly with others) within the scope of the employment and which are protectable by copyright are 'works made for hire'.
- c. You agree that all originals and all copies of any and all material containing, representing, evidencing, recording, or constituting all or part of the Intellectual Property, however and whenever produced (whether by you or others) and whether or not Intellectual Property or protected under copyright law or patentable or protected under other intellectual property law, shall automatically and irrevocably be transferred to the Company from the date of creation and any copies thereof returned to the Company upon termination of employment for any reason. You also hereby perpetually waive and agree never to assert any and all moral rights that you may have in or with respect to any Intellectual Property assigned to the Company hereunder, even after the termination of your employment with the Company.
- d. You hereby irrevocably, absolutely and perpetually assign to the Company worldwide rights in respect of all of your right, title, and interest, including intellectual property rights, in respect of the Intellectual Property developed by you, free from encumbrances of any kind for the full term of each and every such right, including renewal or extension of any such term without further compensation. Further, you hereby agree to waive any right to and refrain from raising any objection or claims pursuant to Section 19(4) of the Copyright Act, 1957. You further agree to assist and cooperate with the Company in perfecting the Company's rights in any of its Intellectual Property. You further irrevocably, absolutely and perpetually assign to the Company worldwide rights in respect of (i) any licenses, permissions and grants in connection with any Intellectual Property therewith; (ii) applications for any of the foregoing and the right to apply for them in any part of the world; (iii) right to obtain and hold appropriate registrations in Intellectual Property, (iv) all extensions and renewals thereof, and (v) causes of action in the past, present or future, related thereto including the rights to damages and profits, due or accrued, arising out of past, present or future infringements or violations thereof and the right to sue for and recover the same.
- e. To the extent any assignment of Intellectual Property cannot be made to the Company or its designees, for any reason whatsoever, you hereby irrevocably, absolutely and perpetually agree to assign to the Company or its designees, all of your right, title and interest including intellectual property rights therein or any part thereof.
- f. In case registration can be filed or otherwise an intellectual property protection can be achieved for the results of the Employment, you undertake to – at the request of the Company and without any remuneration – to assign all its moral rights to the Company and assist the Company in the application for such registration or protection for the account of the Company. You shall, whenever requested so to do by the Company whether during or after the termination of employment hereunder, at the cost of the Company execute and sign any and all applications, assignments and other instruments which the Company may deem necessary or advisable in order to apply for and to obtain letters, patent, design, registration or other forms of protection for the aforesaid improvements, inventions and discoveries in such

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countries as the Company may direct and to vest in the Company the whole, right, title and interest therein.

- g. Should the Company be unable to secure your signature on any document necessary to apply for, prosecute, obtain, protect or enforce any intellectual property rights, due to any cause, you hereby irrevocably designate and appoint the Company and each of its duly authorized officers and agents as your agent(s) and attorney(s) to do all lawfully permitted acts to further the prosecution, issuance, and enforcement of intellectual property rights or protection in respect of the Intellectual Property, with the same force and effect as if executed and delivered by you. The Company reserves the right to appoint another attorney in lieu of the attorney as appointed hereinabove.
- h. You are not entitled to use the results other than for the Company's use and behalf and thus not in any other way make use of the results of employment, unless such use is expressly permitted in writing by the Company. You, additionally, may not in any form publish or otherwise make public the result from the employment.

For the purposes of this letter the term "**Intellectual Property**" includes ideas, concepts, creations, discoveries, inventions, improvements, know how, trade or business secrets; trademarks, service marks, designs, utility models, tools, devices, models, methods, procedures, processes, systems, Principals, algorithms, works of authorship, flowcharts, drawings, books, papers, models, sketches, formulas, teaching techniques, electronic codes, proprietary techniques, research projects, and other confidential and proprietary information, computer programming code, databases, software programs, data, documents, instruction manuals, records, memoranda, notes, user guides, in either printed or machine-readable form, whether or not copyrightable or patentable, or any written or verbal instructions or comments

DISCLOSURE BY EMPLOYEE

During the term of your employment with the Company, you are required to disclose all material and relevant information as on date or which may arise anytime during the course of your employment with the Company, which may either affect your employment with the Company currently or in the future or may be in conflict with the terms of your employment with the Company, either directly or indirectly. If at any time during your employment, the Company becomes aware that you have suppressed or misrepresented any material or relevant information required to be disclosed by you, the Company reserves the right to forthwith terminate your employment without any notice and without any obligation or liability to pay any remuneration or other dues to you irrespective of the period that you may have been employed by the Company. Any change in your personal information including residential address, marital status and educational qualification should be notified to the Company in writing within three (3) days from the start of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address as recorded in the Company's records.

PROPERTY OF THE COMPANY

Any books, document, circulars, files, items of equipment of the Company which might be supplied to you in connection with your work shall at all times remain the property of the Company and shall be returned by you to the Company upon your ceasing to be in the Company's employment. If you fail to do so, the Company may withhold payment of your dues, if any, and/or take such steps as may be called for to recover them from you. You will be responsible for all such items or property and shall immediately report loss of property, if any, in your possession to the Company for taking necessary action in this regard. Failure to do so will automatically entitle the Company to recover any loss amount from you.

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EMPLOYEE OBLIGATIONS

In consideration of the Company incurring substantial costs with respect to your training, relocation, transport and other direct and indirect logistical expenses (if any), you hereby agree that termination of employment with the Company within a period of twelve (12) months from the date of joining will cause irreparable damage to the Company including but not limited to loss of business profits, gains from the training provided to you, etc.

In this regard, you agree that, in the event that you voluntarily resign from your employment within 12 months from the Joining Date, then the Company reserves the right to recover the expenses incurred by the Company related to training, relocation, transport and other direct and indirect logistical expenses (if any), not exceeding two months of your gross salary.

CONFLICT OF INTEREST

You shall not at any time during your employment with the Company, except with the expressed and special permission of the management in writing, engage in any activity, which may be deemed a conflict of interest or against the reasonable interests of LUXOFT.

You agree that the interpretation and enforcement of this contract shall be governed by the laws of India, without regard to conflicts of laws. The Parties agree to the exclusive jurisdiction and venue of the courts in Bangalore for the resolution of all disputes arising hereunder.

We are pleased to welcome you to our dynamic team in Luxoft India LLP; this is an exciting period for Luxoft India LLP as it rapidly expands into markets of High Growth. We are confident in your contribution to the success of Luxoft India LLP in this market and look forward to you joining us.

INSURANCE

In course of your employment Company shall provide you with the benefit of Employee Medical Insurance Benefit Plan which will cover the employees and their dependents for expenses related to hospitalization due to illness, disease or injury.

MATERNITY BENEFIT

Women employees of the Company shall be entitled to maternity leave in accordance with the Maternity Benefit Act, 1961 (as applicable), i.e., eligible women employees shall be entitled to 26 weeks of maternity leave for the first 2 surviving children, and 12 weeks of maternity leave for every subsequent child.

If you accept our Terms as outlined in this agreement, kindly sign and return the duplicate copy, within 3 (three) days of receipt of this offer letter, failing which this offer of employment will automatically stand cancelled. We look forward to hearing from you and further look forward to welcoming you to the Luxoft India LLP Team.

Yours sincerely,
For Luxoft India LLP



Ramya R Bharadwaj (May 9, 2022 14:41 GMT+5.5)

Ramya R Bharadwaj
APAC HR Operations Director
Luxoft India LLP"

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Appendix A Compensation & Benefits

Annual Compensation Benefits

	Annual (INR)
(A) Annual Fixed Compensation	INR - 2200000(Break Up Given Below)

Fixed Compensation Break Up:

Components	Annual Break-up	Monthly Break-up
Annual Salary	2200000	183333
Basic Salary	660000	55000
House Rent Allowance	330000	27500
Special Allowance	1008069	84005
Leave Travel Allowance	55000	4583
Telephone Reimbursement	36000	3000
Provident Fund (Employer Contribution)	79200	6600
Gratuity	31731	2644
Total - Annual Salary	2200000	183332

- Gratuity is payable as per the applicable statute.

I, **CHINNIKRISHNA DARAPUREDDY**, hereby confirm that I have read and understood the above benefits, terms and conditions of employment and accept the offer unconditionally.

The date of commencement of my work with the Company is **16 May 2022**

ACKNOWLEDGED AND AGREED

16 May 2022



**CHINNIKRISHNA
DARAPUREDDY**

Date of Joining

PROPRIETARY INFORMATION AGREEMENT

9 May 2022

Dear **CHINNIKRISHNA DARAPUREDDY**

In connection with your employment or proposed employment with Luxoft India LLP ("Company"), or any other subsidiary or affiliate of Luxoft Holding, Inc thereof (together with its affiliates, successor entities and assigns), ("LUXOFT") you will have access to the proprietary information, customer lists, technical specifications, business plans, financial statements, marketing and sales plans and other confidential operational information. In consideration of your continued and / or future employment by LUXOFT and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, you agree as follows:

1. Definition of Proprietary Information

"Proprietary Information" includes but is not limited to, any information, know-how, financial information, market and sales information, employee information, management information, customer/ potential customer lists and every related information, technical specifications, business plans, strategies, software or programming matter, written materials, compositions, drawings, diagrams, photographs, works in progress, visual demonstrations and other data, whether oral, written, graphic or in electronic form, pertaining to LUXOFT or its affiliates and without prejudicing the generality of the foregoing, include the following:-

- legal, technical and special documentation of the Company/LUXOFT including statistical information;
- all data related to the financial results or condition of the Company/LUXOFT and its business partners;
- the data related to performance of employment duties, including the amount of the monetary compensation of the Employee;
- the data about preparation and execution of decisions of management of the Company/LUXOFT in commercial, organizational, production, scientific and technical, and other spheres;
- the data about market exploration which contains evaluation of status and prospects for development of the Company's/LUXOFT's business;
- the data related to the activity of the Company/LUXOFT and its partners, as well as related to the technical, legal, commercial and other matters which are the property of the Company/LUXOFT, and also data about the Company's/LUXOFT's personnel;
- any data of and about internal and foreign clients, consumers, buyers, users, partners, sponsors, agents and another partners of the Company/LUXOFT, and its competitors which are not in the public domain (as in guides, catalogs, internet, etc.);
- data which is confidential under agreements, contracts and other obligations of the Company/LUXOFT.
- the data about methods of calculation, structure, level of prices on products or services and amount of discounts;
- the data about purposes, tasks, programs, and scientific research;
- the data about the experiments and facilities used for such experiments ;
- the data about specifics of engineering and design, art and technical design of the product which produces a positive economic effect;
- the data about status of software and hardware of the Company/LUXOFT;
- the data about features in used and developing technologies and about specifics in its adaptation;

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- the data about the procedure and status of protection of commercial information of the Company/LUXOFT;
- the data about the form of security, access control, signaling system of the Company/LUXOFT and its clients; and
- data considered as commercial secrets of the Company's/LUXOFT's partners and provided to the Company in trust.

Proprietary Information does not include (i) information which is now or hereafter becomes publicly known or available through no act or failure of yourself, (ii) information which is actually known to you at the time of the receipt of such Proprietary Information, (iii) information which is hereafter furnished to you by a third party, other than in the course of your employment, (iv) information which was independently developed or known by you prior to any contact with the Company/LUXOFT, without use or reference to any Proprietary Information, and which does not otherwise contravene the terms of this Agreement and (v) information which you choose to disclose relating to your salary and other compensation or benefits received by you at the Company/LUXOFT.

2. Use of Proprietary Information

You shall use the Proprietary Information solely in connection with the duties assigned to you as an employee of the Company/LUXOFT.

3. Non-Disclosure and Confidentiality of Proprietary Information

You shall at all times during the period of your employment and in perpetuity thereafter, keep in strict confidence and prevent any disclosure to any person, firm, corporation or other entity the Proprietary Information unless such disclosure is (a) approved in writing by an authorized officer of the Company/LUXOFT, (b) necessary or appropriate as part of the business of the Company/LUXOFT and the receiving party has executed a non-disclosure agreement with the Company/LUXOFT, or (c) otherwise legally required to be disclosed pursuant to a court order.

You shall not:-

- a) not to copy and/or transfer any materials to third persons for copying, recording, photographing, extracting or abstracting of any information described in 1 above, unless this is necessary for Employee's work assignment as determined by his Manager or supervisor;
- b) to inform immediately his Manager or the Company/LUXOFT about any attempt of unauthorized persons to obtain or receive data or Information which is protected from disclosure by this Agreement;
- c) to protect commercial secrets and proprietary information of the companies (partners, vendors and customers) having business relations with the Company/LUXOFT;
- d) not to use any knowledge about commercial secrets or Information of the Company for any business or enterprise that could compete with the Company/LUXOFT;
- e) to inform the Company/LUXOFT about any lost or missing Company/LUXOFT data. Information or commercial secrets, keys from premises, depositories, safes (metal boxes), and about any other facts that could result in disclosure of commercial secrets or Information of the Company/LUXOFT, and immediately inform your Manager or to the Director of any such information;

f) not speak to or contact any public, press or mass media on the Company's/LUXOFT's behalf without the prior written approval of the Company/LUXOFT. All communications with press or mass media should be carried out by the Company's/LUXOFT's public relations department.

You agree that money damages would not be a sufficient remedy for any breach of this Agreement and that the Company/LUXOFT would be irreparably harmed by any such disclosure. Accordingly, the Company/LUXOFT shall be entitled to specific performance and injunctive or equitable relief as a remedy for any such breach. Such remedy shall not be deemed to be the exclusive remedy for the breach of this agreement.

4. Return of Proprietary Information

You agree that, immediately upon termination of your employment with the Company/LUXOFT, you shall return to the Company/LUXOFT all Proprietary Information and reproductions of Proprietary Information in your possession or control. Any Proprietary Information which you may have retained electronically in your possession or control shall be expunged or destroyed. The Company/LUXOFT shall be entitled to seek written confirmation or investigate such expungement or destruction on its own accord or through authorized third parties.

5. Non Solicitation

You agree that during your employment with the Company/LUXOFT and from the date of termination thereof, for twelve (12) months thereafter, you will not encourage, abet or solicit any employee or Project Manager of the Company/LUXOFT to leave the Company/LUXOFT for any reason.

Upon termination of employment and for a period of twelve (12) months thereafter you will not directly or indirectly solicit the trade or patronage of any entities who were major or core clients / customers of the Company/LUXOFT during your employment.

6. Non-Competition; No Conflict

You agree that during your employment with the Company/LUXOFT and from the date of termination thereof, for twelve (12) months thereafter, you will not engage in, directly or indirectly, any employment, business or activity that is or may be in any way competitive with the business or proposed business of the Company/LUXOFT. You further agree that you shall not enter into any agreement, either written or oral, which may conflict with the terms of this Agreement or the terms of your employment with the Company/LUXOFT.

You are expected to avoid any agreement, business investment, or other activity that creates an actual or potential conflict of interest for you; i.e. any situation in which your actions or loyalties are divided between your personal interests and our interests or between our interests and those of another. If you are unsure whether a conflict exists, you shall consult your supervisor or Manager immediately. Prohibited activities include, but are not limited to:

- Owning, operating or being employed as an employee or Project Manager by any business that competes directly or indirectly with the Company/LUXOFT or its affiliates
- Having a direct or indirect financial relationship with a competitor, customer or supplier; however, no conflict will exist in the case of ownership of less than 1 percent of the publicly traded stock of a corporation
- Engaging in any other employment or personal activity during work hours or using our property in other employment
- Using the Company's/LUXOFT's name, logo, stationery, supplies, equipment or other property for personal business

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- Soliciting our employees, suppliers or customers to purchase goods or services of any kind for purposes not related to our business, or to make contributions to any organizations or in support of any causes, unless your supervisor has granted written approval in advance.
- Soliciting or entering into any business or financial transaction with an employee whom you supervise, either directly or indirectly, unless your supervisor has granted written approval in advance of that transaction. This restriction applies to all such transactions, however small, including but not limited to:
 - Hiring a subordinate to perform personal services; and
 - Soliciting a subordinate to participate in an investment of any kind with you

When a conflict of interest is found to exist, the conflict may result in discipline up to and including immediate termination of employment.

7. Prior Agreements; Successors and Assigns; Severability; Attorney Fees

The terms of this Agreement supersede all prior agreements, whether written or oral, between the parties hereto, and shall constitute the entire agreement between you and the Company/LUXOFT with respect to the matters described in this Agreement. The terms of this Agreement, along with the offer letter and other policies that may be issued by the Company from time to time shall constitute the entire agreement with the Company. The terms of this Agreement shall be binding on you during the term of your association with the Company/LUXOFT, its successors and /or assigns and except for Paragraph 6, the terms of this agreement shall be binding on you in perpetuity. If any provision of this Agreement is deemed to be invalid or prohibited by law, that provision will be ineffective to the extent of the invalidity or prohibition, without invalidating the remainder of this Agreement. In the event of legal action relating to this Agreement, the prevailing party shall be entitled to all attorney fees and costs.

Please indicate your unconditional acceptance to be bound by the terms and provision of this Agreement by executing below and returning a signed copy to the HR Team, within 3 (three) days of receipt of this offer letter, failing which this offer of employment will automatically stand cancelled. Thank you.

ACKNOWLEDGED AND AGREED



Name: CHINNIKRISHNA DARAPUREDDY

Date of Joining: 16 May 2022

Email ID:

contactluxoftindia@luxoft.com

Registration ID:

AAI-9932

Address:

Ground Floor, Gardenia
(2D) Building, Embassy
Tech Village (ETV),
Devarabisanahalli, Outer
Ring Road , Bangalore
560103, India

Numbers:

T: +91 80 4623 9600

9 May 2022

To: CHINNIKRISHNA DARAPUREDDY

Join Date: 16 May 2022

As part of the terms of your offer, the company will award you with a one-time joining bonus of INR 100000 on completion of your probation period along with the monthly payroll cycle. The joining bonus pay out is subject to statutory deductions as required by various law & acts from time to time.

Luxoft has the discretionary right to ask for a full refund of the paid joining bonus in the event you voluntarily leave the company within 12 months of service.

The remaining terms and conditions of your employment remain unchanged and are as per the original offer letter.

Thanking you

Sincerely

Ramya R Bharadwaj
Ramya R Bharadwaj (May 9, 2022 14:41 GMT+5.5)

Ramya R Bharadwaj
APAC HR Operations Director
Luxoft India LLP"









India Offer letter -CHINNIKRISHNA DARAPUREDDY

Final Audit Report

2022-05-10

Created:	2022-05-09
By:	Subramanya Hamsini (hsubramanya@luxoft.com)
Status:	Signed
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