



June 10, 2021

Swarnadeep Pramanick

House no. 60, G.N.P.C Road,
Ranaghat, Nadia - 741201
West Bengal, India

Dear Swarnadeep,

Idenico Consulting Private Limited, (the "Company"), is pleased to offer you employment with the Company on the terms described below.

1. **Position.** You will start in a full-time position as **Junior Web Developer** and you will initially report to the Company's Chief Executive Officer. Your primary duties will be developing software applications for the company which includes but not limited to web & cloud software applications, mobile software application, hybrid software applications, event software applications, deployment, and maintenance for the above mentioned, updating the features and functionalities for the same and assisting in company and client events remotely and onsite if required.

By signing this letter, you confirm with the Company that you are under no contractual or other legal obligations that would prohibit you from performing your duties with the Company.

2. **Compensation and Employee Benefits.** You will be paid a starting salary of ₹ 12,500 /- per month, payable on the Company's regular payroll dates. Your total Cost to Company will be ₹ 1,50,000 /-. For the first three months you shall be on probation. After a successful completion of probation, Company shall conduct a performance review and you may be eligible for an increment in your salary and confirmation. After successful completion of 12 months of employment with the Company, you will be eligible for Annual Bonus which will equal to your one-month salary and Annual Salary Appraisal.
3. **Confidential Information and Invention Assignment Agreement.** Like all Company employees, you will be required, as a condition of your employment with the Company, to sign the Company's enclosed standard Confidential Information and Invention Assignment Agreement.
4. **Employment Relationship.** Employment with the Company is for no specific period. Your employment with the Company will be "at will," meaning that either you or the Company may terminate your employment at any time and for any reason, with or without cause. Any contrary representations which may have been made to you are superseded by this offer. This is the full and complete agreement between you and the

IDENICO CONSULTING PRIVATE LIMITED

REGISTERED ADDRESS: 1ST-FR, P-38A, 2ND ROAD, AJOY NAGAR, PURBA JADAVPUR, KOLKATA, WEST BENGAL - 700075, INDIA

CIN: U72900WB2019PTC233349

EMAIL: INFO@IDENICO.CO | PHONE: +91-987-303-6833, +91-798-044-2970



Company on this term. Although your job duties, title, compensation, and benefits, as well as the Company's personnel policies and procedures, may change from time to time, the "at will" nature of your employment may only be changed in an express written agreement signed by you and the Company's Chief Executive Officer.

5. **Outside Activities.** While you render services to the Company, you agree that you will not engage in any other employment, consulting, or other business activity without the written consent of the Company.
6. **Taxes, Withholding and Required Deductions.** All forms of compensation referred to in this letter are subject to all applicable taxes, withholding and any other deductions required by applicable law.
7. **Miscellaneous.**
 - (a) **Governing Law.** The validity, interpretation, construction and performance of this letter, and all acts and transactions pursuant hereto and the rights and obligations of the parties hereto shall be governed, construed, and interpreted in accordance with the laws of Kolkata, West Bengal, without giving effect to principles of conflicts of law.
 - (b) **Entire Agreement.** This letter sets forth the entire agreement and understanding of the parties relating to the subject matter herein and supersedes all prior or contemporaneous discussions, understandings, and agreements, whether oral or written, between them relating to the subject matter hereof.
 - (c) **Counterparts.** This letter may be executed in any number of counterparts, each of which when so executed and delivered shall be deemed an original, and all of which together shall constitute one and the same agreement. Execution of a facsimile copy will have the same force and effect as execution of an original, and a facsimile signature will be deemed an original and valid signature.
 - (d) **Electronic Delivery.** The Company may, in its sole discretion, decide to deliver any documents or notices related to this Agreement, securities of the Company or any of its affiliates or any other matter, including documents and/or notices required to be delivered to you by applicable securities law or any other law or the Company's Certificate of Incorporation or Bylaws by email or any other electronic means. You hereby consent to (i) conduct business electronically (ii) receive such documents and notices by such electronic delivery and (iii) sign documents electronically and agree to participate through an on-line or electronic system established and maintained by the Company or a third party designated by the Company.

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If you wish to accept this offer, please sign, and date both the enclosed duplicate original of this letter and the enclosed Confidential Information and Invention Assignment Agreement and

return them to me. As required, by law, your employment with the Company is also contingent upon your providing legal proof of your identity and authorization to work in India. This offer, if not accepted, will expire at the close of business on **June 10, 2021**.

We look forward to having you join us no later than **June 10, 2021**.

Yours Sincerely,

IDENICO CONSULTING PRIVATE LIMITED
MRITTIKA CHATTERJEE

ACCEPTED AND AGREED:
SWARNADEEP PRAMANICK

(Signature)

CHIEF EXECUTIVE OFFICER

Date – June 10, 2021

(Signature)

Date – June 10, 2021

Anticipated Start Date – June 10, 2021

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