



Ref.No: APP/CAN\_6024/2022-23

27-03-2023

Shashikant Lasune

02 Kinjalk, Navapadha, Subhash Road, Dombivli(West) Thane 421202

Dear Shashikant,

We are very excited about the prospect of you joining NMDC Data Centre Private Limited hereinafter referred to as ("YOTTA"), a vibrant young technology organization on a mission to deliver new age data-enabled services for enterprises and governments in India and abroad, by creating massive Data centre Parks with associated support infrastructure like power plants and fiber networks and delivering hyperscale colocation and value added Technology services on a pay-as-you-use model.

YOTTA represents a collective dream and a mission of all Yottaites, and is driven by our core values of Trust, Mutual Respect, Agility, Continuous incremental Innovation, Deep Partnerships and above all Happiness for all.

The following pages will help you with the details of your employment with YOTTA.

Designation : Assistant Manager - IT Operations

Date of Joining : 20-05-2023

Base Location : Panvel — SEZ, NM1-NMDC, Raigad, Maharashtra, India

Fixed CTC : INR 1235000 per annum

Variable CTC : INR 100000 per annum

Total CTC : INR 1335000 per annum (Details are as per Annexure 1)

**a) Probation:**

You will be on probation for a period of 6 months from the date of your appointment. You will be participating in YOTTA's 'ABC', 'YOTTA Connect' and 'LEAP' programs during your probation which will help you acclimate better in YOTTA. This probation may be extended by up to 6(six) months based on your performance assessment during the first 6 months. You shall be informed a month prior of your probation completion date about any such decision to extend your probation. On satisfactory completion of this period of probation you will be 'deemed confirmed' in YOTTA.

During probation, either party may terminate the employment with a one month written notice on either side.

Post confirmation, except in cases related to "cause" (such as disciplinary procedure due to serious misconduct, repeated or multiple acts of misconduct, other disciplinary acts similar in nature to the foregoing, gross incompetence resulting in significant financial loss to YOTTA, damage to YOTTA's reputation, etc.), either party may terminate the employment by serving three months' notice from the date of resignation or payment in lieu thereof subject to satisfactory handover of responsibilities.


**b) General:**

**NMDC DATA CENTRE PRIVATE LIMITED (A Yotta Group Company)**

CIN U45500MH2019FTC328802

 Corporate Office: Scorpio House, 5<sup>th</sup> Floor,  
Hiranandani Gardens, Powai, Mumbai - 400076

 Registered Office: 514, Dalamal Towers,  
Nariman Point, Mumbai - 400021

 SEZ Address: Edinburgh and New Castle Building,  
Hiranandani Hills, Persipina Developers Pvt Ltd,  
IT/ITES SEZ, Bhokarpada Village, Poyanje,  
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During your employment with YOTTA, you are expected to devote your full time and attention to your duties towards YOTTA. You are expected not to have monetary interest in any other business and not to take up any direct or indirect employment or consultancy or advisory role with any other organization, unless the same has been declared to and approved in written by YOTTA.

YOTTA reserves the right to conduct adequate background or reference checks from third party agencies, as may be reasonable on all its potential employees. YOTTA reserves right to re-consider your candidature / employment before or post your on-boarding into YOTTA, in case we find any adverse findings during such background / reference checks where the official records do not match with what you may have declared to us before accepting this Offer letter.

**c) Variable CTC:**

You shall be entitled to a performance-based variable CTC of maximum up to INR 100000 per annum payable to you on a quarterly basis. To qualify for the variable CTC, you must remain employed with YOTTA and not have been given notice of termination through the performance measurement period for which variable CTC is to be paid.

In the event of your resignation from the services of YOTTA, variable CTC for the period up to your last working day shall be payable by YOTTA. While deciding on the payable amount of variable CTC, YOTTA may take account of factors including (and not limited to), the strategic objectives of YOTTA, business and market conditions, profitability and performance of YOTTA and your department, your individual performance, your conduct (including compliance with Organization's principles, policies and procedures) and your future potential of growth in YOTTA. The Organization shall make continuous endeavors to make the process very transparent and measurable and to communicate the criteria and factors for determining the variable CTC for employees from time to time.

**d) Benefits:**

You shall be entitled to employment benefits such as Provident Fund Contribution, Gratuity, Group Mediclaim Insurance, Term Insurance and Accident Insurance (Details are as per Annexure 1) with applicable lawful requirements, and as may be amended from time to time. Nothing in this letter should be construed as a guarantee of any specific level of benefits or of your participation in any benefit plan. YOTTA reserves right to amend, modify or terminate, in its reasonable discretion, any or all benefits and compensation plans in effect from time to time.

**e) Compliance to CoBC, Policies, Rules and Confidentiality:**

In accordance with the provisions of YOTTA Code of Business Conduct (CoBC) and other policies related to your employment with YOTTA, you will maintain all information / documents / materials gathered by you during the course of your employment in strict confidence. You will not copy or make notes of such information / documents except in conjunction with your work for YOTTA. You will not divulge to anyone outside YOTTA or use any of the information / documents / materials gathered during the course of your employment and/or during the period starting from the day this offer is released to you to the date of your joining, for your own or anyone else's benefit, except that of YOTTA's either during or after the term of your employment with YOTTA. The aforesaid obligation shall also apply to proprietary / confidential information / documents of third parties received by you or YOTTA in the normal course of your employment with YOTTA.

You will have access to the Code of Business Conduct, Confidentiality and other policies relating to your employment with YOTTA and will be expected to execute an electronic acknowledgement of the same, confirming your acceptance of the same, before joining YOTTA.

**f) Execution and Contract Formation:**


This document contains a complete statement of all agreements between you and YOTTA, constitutes the entire understanding between you and YOTTA, and supersedes all prior or contemporaneous verbal or written agreements, understanding or communication (including, without limitation, any other summary writing or document relating to your employment). You acknowledge that you have not relied on any assurance or representation verbally or otherwise stated to you.


Your employment is governed by the laws of India and this employment agreement is subject to exclusive jurisdiction of Courts of Law situated at Mumbai.


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We thank you for your consideration and time during the interview process. We are extremely happy at your decision to join us and we eagerly look forward to your coming on-board at YOTTA soon.

Please sign and upload the copy of this letter in the YOTTA HRMS portal as an acknowledgement and agreement to abide by the terms your employment listed in this offer letter.

Sincerely

For NMDC Data Centre Private Limited

Sunil Gupta  
Managing Partner & CEO

I have read the conditions mentioned in this letter relating to my employment, which I accept without any reservation.

Signature


Name : Shashikant Lasune


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# Annexure 1

"Strictly Confidential"

**Name** : Shashikant Lasune

**Designation** : Assistant Manager- IT Operations

**Date of Joining** : 20-05-2023

**Base Location** : Panvel - SEZ, NM1-NMDC, Raigad, Maharashtra, India

## SALARY COMPUTATION


Components	Per Annum	Per Month
Basic	370500	30875
Hra	267000	22250
Provident Fund	39600	3300
Gratuity	23712	1976
Special Allowance	534188	44515.66
Fixed CTC	1235000	102916.66
Variable Pay	100000	8333.33
Total CTC	1335000	111250

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**Notes:**

- You can flexibly allocate a part of your special allowance to "Choice Pay components" which are allowances / reimbursements, within certain defined limits as defined by YOTTA and can help you in saving taxes. The remaining amount shall continue to be held in Special Allowance and shall be fully taxable. Post your on-boarding formalities, you will be able to provide the Choice Pay allocation through an online HRMS system. Some of the choice pay components currently available to employees are: Food coupons, LTA, White Goods Allowance, NPS, Mobile / Broadband Allowance, Car Allowances, Driver Allowance, Gift voucher etc.
- Provident Fund amount mentioned in the above structure is Employer's Contribution.
- Variable CTC may be subject to applicable taxes.
- Reimbursement may be subject to applicable taxes.
- Salary will be paid less applicable withholding of taxes.
- PAN is a mandatory requirement for disbursement of salary. In case you do not have a PAN, please ensure you apply for one immediately.
- Gratuity is considered at 4.81% on Basic salary. However, actual payable will be as per YOTTA's policy/Payment of Gratuity Act.
- Group Mediciclaim, Term and Accident Insurance coverage shall be as per YOTTA's benefit policy.

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