



UST/98577863/RH2180118
February 14, 2025

Pavan Kumar Gunturi
Hyderabad

Sub: Letter of Offer

Dear Pavan Kumar,

We are pleased to inform you that after careful consideration, **US Technology International Private Limited ('Company')** has decided to make you this offer of employment, for the position of **"Lead I - Software Engineering", B1**. This offer letter ("Letter") sets forth the terms of the offer and will be followed by a detailed employment agreement. You will receive the employment agreement on the day of your joining. The employment agreement will contain the detailed provisions that will govern the terms and conditions for your employment.

Employment Commencement Date: You are expected to join the Company, on or before **February 24, 2025**. Please note that this offer is valid only till **February 21, 2025**. Should you not respond within such time frame, this offer shall stand revoked.

Location: You understand that your base location will be **Hyderabad**. However, the Company may, at its discretion, allow you to work from home or a different city/location provided that you may be asked to come back to your base location when required by the Company. You also understand that you may, depending upon business exigencies or requirements, be deputed to work with any of the Company's group companies, affiliates or customers.

Salary: Your yearly consolidated compensation will be **Rs. 24,00,000/- (Rupees Twenty Four Lakhs) per annum**.

This will include an Annual Variable Pay of upto a maximum of **Rs. 1,20,000 per annum** subject to the policy of Company in this regard.

Details of the salary have been set out in **Annexure-1** to this Letter.

Policies: From the Effective Date, you will be covered under, and be subject to, the policies of the Company as may be issued from time to time.

Non-Compete and Non-Solicitation: As a part of your employment, you will be subject to standard non-compete and non-solicitation covenants which will extend during the period of your employment and for a period of [12 (twelve) months]. Detailed provisions in this regard will be included in your employment agreement.

Confidentiality and Intellectual Property Rights: As a part of your employment, you will be subject to standard confidentiality covenants requiring you to Hold in strict confidence and not disclose or use any confidential or proprietary information belonging to the Company, both during and after your employment. You will also be subject to customary provisions relating to the ownership of all intellectual property generated by you during the course of your employment and the assignment thereof.

Background Check: This offer is conditional, subject to the receipt of satisfactory completion of background and reference checks, and due verification of your documentation on joining. In case there is any discrepancy in the testimonials submitted to us or references, then this offer would stand revoked. You consent to the Company carrying out such checks either directly and



/ or through a third part agency and acknowledge that your employment / continued employment is contingent upon the Company being satisfied with the results of such checks.

Personal Information: You further agree and understand that the Company (and / or any of its group companies) may, from time to time, including during your employment, require information from you including information that may be classified as “sensitive personal data or information” under the Information Technology Act, 2000 or, when enforced, as personal information under the Digital Personal Data Protection Act, 2023 (the “**Information**”). You hereby authorize the Company (and / or any of its group companies) to collect, store, transmit and use any and all Information (unless restricted by applicable law) provided by you to the Company (and / or any of the group companies). You further authorize the Company (and its relevant group companies) to disclose the Information to other group entities or other persons for legitimate business reasons or for any other reason that the Company (and / or the relevant group company) may deem necessary irrespective of whether such group entities or third parties are located in India or any other country.

By choosing to accept this Letter of offer you confirm that you have no obligations, of any kind, surviving with previous / current employer which restrict or inhibit you from joining the Company and carrying out such responsibilities as the Company may deem appropriate from time to time.

This Letter shall be governed by Indian law with the Courts of competent jurisdiction at Hyderabad having jurisdiction over any disputes that arise.

Should you have any questions with regard to any of the items indicated above, please do not hesitate to contact us at vshreya.nair@ust.com.

You are requested to return the duplicate copy of this Letter, duly signed, to evidence your acceptance.

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We look forward to your acceptance of this Letter and a mutually beneficial enduring relationship.

Best wishes,

for US Technology International Private Limited



Vinesh George
Director-HR

Accepted
Pavan Kumar Gunturi

Execution by the Employee:

I, Pavan Kumar Gunturi, agree and accept this conditional offer on the terms and conditions outlined and/or referred to in this Agreement.

Signed by Candidate

Pavan Kumar Gunturi

IP Address

103.197.75.89

Date

17 Feb 2025, 06:25 AM UTC

Encl: Annexure 1



Annexure 1

Name: Pavan Kumar Gunturi

Designated as: Lead I - Software Engineering

| Components | Monthly Salary | Annual |
|--------------------------------|-----------------------|---------------|
| Basic Salary | 57,000 | 6,84,000 |
| House Rent Allowance | 22,800 | 2,73,600 |
| Education Allowance | 200 | 2,400 |
| Bonus Ex-Gratia | 4,200 | 50,400 |
| Other Allowance | 1,01,150 | 12,13,800 |
| Employer Contribution to PF*** | 1,800 | 21,600 |
| Gratuity | 2,850 | 34,200 |
| Variable Pay | | 1,20,000 |
| Cost to the Company (CTC) | | 24,00,000 |

*** All payments are subject to applicable statutory tax deductions**