

Xiaomi Corporation

Mar 19,2020

Dear Jaya Kumar,

On behalf of Xiaomi Corporation(the "Company"). I am very pleased to offer you the position of Software Engineer, beginning on Mar 23,2020 (the"Start Date").

We trust that your knowledge, skills and experience will be among our most valuable assets.

Your gross starting salary will be INR 55000.00 per month, and following are the other details:

- Fixed salary = INR 55000.00 per month \* 12 months = INR 660000.00 per year
- Variable bonus = 2 months of fixed monthly pay = maximum of INR 110000.00
- Total maximum earning potential = fixed + variable = INR 770000.00
- Variable bonus could be as high as 3 months if the performance is exceptional

We look forward to your joining us. Please indicate your acceptance of this offer by signing where indicated below and returning an executed copy of this offer to us at your earliest convenience.

Sincerely,

Xiaomi Corporation

I accept this offer of employment with Xiaomi Corporation and agree to the terms and conditions outlined in this letter.

(Candidate's signature)

Date: \_\_\_\_\_