



13 May 2019

Private & Confidential

Ganji Malla Reddy
Blk 108, Mc Nair Road
#14-309
Singapore 321108

Dear Malla,

LETTER OF APPOINTMENT

We are pleased to offer you the position of **Senior Analyst** at a gross basic salary of **S\$7,400** per month.

Your appointment shall be governed by the terms and conditions outlined in the Employee Handbook. Please note that this offer is subject to your successful clearance of medical and/or employment pass or permit.

You shall be required to carry out such duties and responsibilities as instructed by your superior or person acting on his/her behalf. You are subject to transfer and reassignment whenever there is a need for your services in different parts of the organization.

Your next salary review shall be on 01 January 2020, subject to annual increment eligibility conditions.

Please indicate your acceptance of this offer of employment by signing and returning the duplicate copy of this letter to us.

We welcome you to **Tetra Pak South East Asia Pte Ltd**, and look forward to having you join our team!

Lim Eng Choo
Resource Manager

Lin Hong Ming
HR Country Services Leader, SAEA&O

To be completed by employee

I, _____, NRIC/Passport No. _____ accept the offer and agree to the above-mentioned terms and conditions of service.

In addition, I agree to the clauses as spelt out under '**Maintaining Confidentiality**' in the attached **Annex A**.

I will commence work on _____.

SIGNATURE

DATE

Tetra Pak Restricted

General



Annex A

Maintaining Confidentiality

The Employee's position is one of trust and confidence because of his/her access to trade secrets and/or confidential and proprietary business information obtained or developed by the Tetra Laval Group and relating to its products, product development, technology, knowhow, trade secrets, marketing, business, customers, pricing, commercial strategies, profitability, other financial information and any other information which the Employee should reasonably consider to be confidential (collectively "Confidential Information").

The expression "Confidential Information" also includes confidential information of third parties which any Tetra Laval Company has received under an obligation of confidentiality. The Employee shall treat all information of any third party within any of the areas described above as confidential and subject to the terms of this clause unless he/she is specifically informed by his/her superior that such information was not disclosed to the receiving Tetra Laval Company under an obligation of confidentiality.

No information shall be considered Confidential Information once it is in the public domain, provided that the disclosure has not occurred through a breach of confidentiality or any other fiduciary or other responsibility to any Tetra Laval Company by the Employee or by any third party.

Except as required by his/her employment, the Employee shall not, either during employment or after termination of this Agreement for any reason and regardless of fault, directly or indirectly, make any use of Confidential Information or disclose any Confidential Information to any third party, for any reason. Upon leaving his/her employment with the Tetra Laval Group, the Employee will, as directed by the Company, return all documents or other media containing Confidential Information without keeping any copies thereof in any form, electronic or otherwise.

Tetra Pak Restricted

General



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Dear Malla,

VARIABLE PAY PLAN

We are pleased to inform you that you will be eligible for participation in a variable pay plan according to local rules. Currently, it is determined at a target of 15% of your annual base salary.

The first payout of your variable pay will be in 2020, subject to guidelines of the Singapore Variable Pay Plan.

The variable pay plan will be periodically reviewed and subject to appropriate changes. In the event of a change in the variable pay plan, we will inform you accordingly.

We look forward to your contribution and support!

Lim Eng Choo
Resource Manager

Lin Hong Ming
HR Country Services Leader, SAEA&O

General