



HP PPS India Operations Private Limited

2nd Floor, 24 Salapuria Arena, Hosur Main Road, Bangalore 560030, India, Tel. +91 80 61354320

October 11, 2018

Dear Manisha ,
Applicant ID: CID7903032

We are pleased to extend to you an offer of employment with HP Inc. ("HP" or the "Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include **criminal checks**, verification of previous employment, education verification, **credit check** and appropriate identification verification) being conducted either by HP or an appropriate third party, and the results of such background checks being favorable in HP's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by HP. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At HP Inc., we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

We welcome you to join us in this exciting journey.

Yours Sincerely,

Sd/-

Mino Jacob Thomas
Head Talent Acquisition – India

**This is an electronically generated letter and hence does not require a signature.*



HP PPS India Operations Private Limited

2nd Floor, 24 Salapura Arena, Hosur Main Road, Bangalore 560030, India, Tel. +91 80 61354320

PRIVATE & CONFIDENTIAL

11-Oct-2018

Private & Confidential

Manisha (CID7903032)

India

OFFER OF EMPLOYMENT ("Offer Letter")

Dear Manisha,

Welcome to HP!

On behalf of HP PPS India Operations Private Limited ("HP" or "the Company"), we are very pleased to extend this offer of employment to you.

Position

You will be employed on a Full time 40 hours per week within the HPIP Imaging and Printing as a Firmware Engineer reporting to Ruby Tomar (20320600) or to such other person HP may nominate.

Conditions and Commencement of Employment

If you accept this offer, your employment with the Company will commence on 31 Oct, 2018.

As a condition of your employment, you agree to enter into a separate Agreement Regarding Confidential Information and Proprietary Developments ("ARCIPD"), a copy of which is provided to you along with this Offer Letter.



It is important for you to know that this offer of employment is conditional and subject to you successfully passing an employment screening process, which may include criminal or reputational, employment, education and national identification checks/verifications and depending on your role may also include a medical assessment. If this condition is not satisfied, in HP's reasonable opinion, this offer of employment will be void or will become void, on notice by the Company.

Location

Your place of work is PSR01 - Bangalore, Pritech Park- SEZ (PSR01), unless notified otherwise, and such other places as we may require.

Remuneration

Your total gross annual remuneration is INR 700,000.00 and is made up of the components set forth in the attached Terms and Conditions of Employment ("Terms"), less all applicable tax withholdings and statutory and other deductions.

Probationary Period

This offer of employment includes a probationary period of 6 months commencing 31 Oct, 2018. The Company reserves the right to terminate your employment during or after the probationary period due to performance.

Vacation and Other Leave

You will be entitled to vacation and other leave, as applicable, in accordance with the Company's vacation and other leave policies or as may otherwise be required by law.

Important Note

This offer of employment is subject to you being able to work legally in India, including where relevant, obtaining and maintaining the necessary work permit and other permits/visas/approvals, as required by the Company or the authorities. If at any time you are not legally allowed to work in India, the Company will be unable to continue with your employment and will immediately commence processing your termination.

To accept and agree to this Offer Letter, including the attached Terms and ARCIPD, please ensure your acceptance is received by 7 working days after offer issue date, after which this Offer Letter will be null and void.

This Offer Letter, together with the attached Terms and ARCIPD, contains the entire agreement between the parties with respect to your employment with the Company, and supersedes any prior agreements, representations, understandings, or negotiations on the same.

We are thrilled to welcome you, to innovate and develop your career in a Company that creates technology with a purpose: to make life better for everyone, everywhere.

If you have any questions regarding this offer of employment, please contact your Talent Acquisition partner.

We have a great history. Together let's make a great future!



Regards

Mino Jacob Thomas
Head of Talent Acquisition - India

For and on behalf of
HP PPS India Operations Private Limited

I Manisha (CID7903032), hereby acknowledge and accept the terms of this offer letter and its attachments.

____ {{Dte_es_:signer:date}} _____

Signature Date

Son or Daughter of:

Father's Name

Employee's Date of Birth (DOB):

Terms and Conditions of Employment ("Terms")

Introduction

These Terms outline the general guidelines and conditions of your employment with the Company. Further information on detailed policies, rules and regulations can be found on the Company intranet (which is for viewing by Company employees). Periodically, the Company alters the Terms to reflect changing industry standards and/or the needs of our business. The Company will keep you informed of any changes to these Terms via the Company intranet. It is your responsibility to keep informed of any changes and to have an understanding of these Terms. Your continued employment will constitute your acceptance of any changes to these Terms. Please ensure that you check the Company intranet regularly.

**Hours of Work**

You will normally be required to work from 8:30AM – 5:30PM, Monday through Friday. However, your actual working hours may vary according to the business activities of the Company. You agree to accept such hours of work without additional compensation, in accordance with applicable laws.

Remuneration

Your total gross remuneration will be made up of a Annual base salary of INR 700,000.00 ("Base Salary").

You will be eligible to participate in any one Variable Pay Program, which would vary according to your business/role. Goals and metrics may vary with each performance period, and payments under this plan are granted at the sole discretion of the Company. The plan details as applicable to you will be communicated to you at the time of joining.

Flexible Benefit Plan (FBP)

You will be eligible to receive benefits under the Flexible Benefit Plan ("FBP") of the Company, up to a maximum annual amount of INR 372,932.00, subject to the terms set out in Annexure I.

Provident Fund

You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your Basic Salary to the fund, as well as deduct an equivalent of 12% of your Basic Salary, and remit the same to the fund, as employee contribution. This is inclusive of statutory remittance by the Company towards the employee pension scheme maintained with the Regional Provident Commission, wherever applicable.

Gratuity

You will be eligible for payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972.

Insurance

The Company will provide Group Life Insurance, Personal Accident Insurance and Hospitalization Insurance Coverage for you. The annual premium will be borne by the Company. Your spouse and maximum up to 2 children will be covered as per Hospitalization Insurance Policy of the Company.

Additionally, if you come within the purview of the Employee State Insurance Act 1948, you will be eligible for coverage in accordance with that Act. Your share of contribution along with the Company's share of contribution will be remitted in accordance with that Act.

Leave

You are entitled to annual Leave and sickness-cum-casual leave per annum as per the Company's leave policy. You may utilize your leave as per the Company policy.

Retirement



You will retire from the services of the Company on the last date of the month in which you reach the age of sixty. The date of birth as recorded at the time of employment will be reckoned for this purpose.

Conflict of Interest

Your position with the Company calls for your whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly in any other trade or business, without written permission from the Company.

Integrity at HP

The Company has established a company-wide Best Work Environment Policy (BWE), incorporating Integrity at HP. Integrity at HP and associated policies outline the highest principles of business ethics, and clearly define how all Company employees should conduct themselves in the workplace and anywhere the Company does business. They also inform you of your legal and ethical obligations to the Company, its customers, competitors and suppliers and form part of your terms and conditions of employment.

Failure to comply with Integrity at HP and associated policies is misconduct, and may result in disciplinary action, up to and including termination of employment.

Transfer

Though you have been engaged for a specific position, your services can be transferred by the Company from one location to another, and/or one department/entity to another. Your services can also be transferred to any of the Company's subsidiary, associate, partner or affiliate companies anywhere in India or abroad depending on the exigencies of the business.

Notice of Separation/Termination

Your services can be terminated by either party giving the other 2 months (Below MG2) and 3 months (MG2 and above) notice in writing ("Notice Period"). The Company however, reserves its right to terminate your employment with immediate effect by providing you salary in lieu of the Notice Period.

Your position with the Company calls for mandatory compliance with the Notice Period, unless relaxed by the Company in writing. Your termination of employment without compliance with the Notice Period shall be treated as a material breach of your employment contract and the Company shall be entitled to insist on your mandatory performance of the Notice Period and /or claim damages equivalent to the sum of the notice period, which the Company has the right to deduct from the final payments due to you from the Company. The term "salary" for the above purposes is Basic Salary and 50% FBP only.

In case of your material breach of the Offer Letter and these Terms (together, "Agreement"), or any of the Company's policies, or in case of misconduct, the Company has the right to terminate your services without notice. Upon the termination of your employment for whatever reason, you will immediately return to the Company all books, documents, papers, materials, credit cards and other properties belonging to the Company which may then be in your possession or under your power or control.

You will not, at any time after termination of this Agreement, for whatever reason, represent yourself as being in any way connected with the affairs of the Company.

**General Conditions**

Your working hours, weekly offs, periods of work, public holidays, leave rules and other terms and conditions of employment will be governed by the rules and regulations applicable to the business unit to which you will be attached.

Your employment will be governed by the Company's rules and regulations, whether in force now or as may come into force from time to time, even if they are not individually notified to you in writing. The Company has the sole and absolute right and discretion to change any of its rules and regulations at any time to meet exigencies of the business.

If you are absent from the designated office for a period of more than 13 working days without adequate authorization under Company policies, you shall be deemed to have abandoned your employment voluntarily.

Choice of Law

The terms of your employment shall be governed by the laws of India, and the Courts of India shall have exclusive jurisdiction.

20181011

Manisha

CONFIDENTIAL

Dear Manisha

Further to our letter of appointment dated October 11, 2018, please note that you would be entitled to a joining bonus of: Rs. 50,000.00 (**Rupees {Fifty Thousand} only**)

Terms and conditions applicable in respect of Joining Bonus are as follows:

The Joining Bonus is payable to you along with your salary at HP PPS India Operations Private Limited. All applicable taxes in respect of the Bonus shall be to your account. The Bonus shall be subject to all statutory deductions. Any tax deduction will be to your account.



In the event there is a separation or termination of your employment with the company prior to the completion of one year from the date of your joining the company for any reason whatsoever, you agree that you shall return the entire Bonus to the company. The company shall also be entitled to take this Bonus into account for reconciling any amounts due to you from the company upon separation/termination as aforesaid. Any such deduction from amounts owing to you by the company upon separation/termination as aforesaid shall not affect the company's rights in law or equity in respect of the amounts of uncovered Bonus, if any. You shall not be bound to return the Bonus to the company after the expiry of one year from the date of your joining the company.

We hope that your association with the company will be satisfying and mutually beneficial. Please sign and return the original of this letter as a token of your acceptance and understanding of the above terms. Both of us accept and understand that this letter records the complete terms regarding the subject matter hereof.

Accepted and Agreed:

Sd/-

Mino Jacob Thomas

Head Talent Acquisition – India

*This is an electronically generated letter and hence does not require a signature.

Restricted Stock Units

In addition, we are pleased to offer you a grant of restricted stock units estimated at US\$2,100.00 on the grant date, as determined by HP. Each unit will be equal to one share of HP common stock and the grant will be subject to certain time restrictions. If you meet the conditions of the grant agreement, the restrictions will lapse as to one-third of the restricted stock units on each anniversary of the grant date for a period of three (3) years. The restricted stock units will be subject to the approval of the HR & Compensation Committee of HP's Board of Directors (the "HRC"), or its delegate. The grant date will be the date the HRC, or its delegate, approves these restricted stock units, which is typically two to three months after your date of hire. The full terms and conditions of this grant will be provided to you when you receive your grant.

Flexible Benefits Plan (FBP):

Mainstream Base- SU1

Mainstream Entry- Intermediate



1. House Rent Allowance (HRA)

You will be eligible for a House rent allowance (HRA) with max. limit of 60% Of Annual Basic. You need to produce supporting documents for the same (Ex: - Declaration & at least one receipt per quarter, as proof of rent, from landlord)

2. Leave Travel Allowance (LTA)

You will be eligible for LTA once a year (LTA will be exempt if availed by the employee twice in a block of four calendar years. The calendar years currently applicable are 2014 to 2017.)

Max Limit for LTA: 20% of Annual Basic subject to a maximum of Rs.200, 000

Supporting Documents: Original Tickets /Boarding Pass and/or Cash Memos & Appropriate Leave

3. Medical reimbursement for self, spouse, dependent children and parents

Max Limit for medical reimbursement: Rs.15, 000 (annually)

Supporting Documents: Cash Memos/ Bills Medical reimbursement for self, spouse, dependent children and parents

4. Children education allowance for maximum of 2 dependent children:

(Per child per month Rs.100)

Max Limit: Rs.2, 400 (annually)

Supporting Documents: Declaration in the payroll tool*

5. Children's Hostel Allowance for maximum of 2 dependent children (in case children are in a hostel) :(Per child per month Rs. 300)

Max Limit: Rs.7, 200

Supporting Documents: Declaration in the payroll tool

6. Conveyance Allowance – you are eligible for a conveyance allowance as per government rule.

Max Limit: Rs. 19,200 (Annually)

7. Bonus/Ex gratia - An amount of Rs.700/- will be paid out monthly as advance Bonus/Exgratia. For those earning basic salary up to Rs.10, 000/-pm advance Bonus is paid towards payment of bonus payable under the Payment of Bonus Act, 1965. Those having basic salary above Rs.10, 000/-pm this amount will be treated as ex gratia.

Max Limit: Rs. 8,400 (Annually)

8. Personal Pay through Payroll - Balance of the above items paid with the Salary after appropriate tax deductions at the end of the year

Max Limit: 100% of FBP

Supporting Documents: Declaration

* Employees are liable to provide proof in the event of an evaluation by Income tax authorities



Your Annualized Compensation & Benefits Statement

This is your personalized Compensation & Benefits statement.

In case you have any questions or need clarification, please contact your HR manager.

Name:	Manisha
Place:	PSR01 - Bangalore, Pritech Park- SEZ (PSR01)
Job Level:	16 Entry
Job Function and family:	SW Engineering (Firmware)
Job Code:	00134K
Salary Grade:	M32
Effective Date:	31 Oct, 2018

Annual in INR

(A) **Basic Salary:** 280,000.00

(B) **Flexible Benefit Plan (FBP):** 372,932.00

(C) **Retirals *:** 47,068.00

*Provident fund @ 12% and Gratuity @ 4.81%

(Gratuity payout will be made as per policy terms and conditions).

Total Cost to company: 700,000.00

Annexure I

Flexible Benefits Plan (FBP)

* Employees are liable to provide proof in the event of an evaluation by income tax authorities.



Guidelines Governing FBP

1. Employees will be eligible to select a package of benefits for one year from the menu of benefits annexed to this scheme. The selection of benefits must be done and communicated to the Payroll group. All new employees are expected to make their selection within two weeks of joining the Company.
2. The year for the purpose of this plan will be 1st April to 31st March. 3. The menu of benefits finalized cannot be changed by the employee during the period of that year. Exception to this will be made under following circumstances:
 - a) Transfer of the employee from one city to another.
 - b) Change of grade/level.
 - c) Change of residential accommodation.
 - d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children and parents.
4. While selecting from the menu of benefits and spending the same, the employee must ensure that he/she should not draw more than:
 - a) 25% of the annual kitty in Q1
 - b) 25% of the annual kitty in Q2, together with the balance of Q1, if any
 - c) 25% of the annual kitty in Q3, together with the balance of Q1 and Q2, if any
 - d) 25% of the annual kitty in Q4, together with the balance of Q1, Q2 and Q3, if any

For the purposes of the plan, the quarters will be as follows:

- a) Q1 - April, May, June
- b) Q2 - July, August, September
- c) Q3 - October, November, December
- d) Q4 - January, February, March

Any unutilized amount in the kitty on 31st March will be paid along with the April salary and tax recovered appropriately.

5. In the event of the separation of an employee from the services of the Company, only a pro-rata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
6. The Company will recover tax from the salary every month as per the tax laws in force in respect of benefits selected by the employee.
7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the Company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.

Mandatory Documents List

You are required to submit the following documents, prior to your Joining Date. These documents will be verified with originals and hence, please make sure to bring the originals with you.

Please note



- Originals are required only for verification and will be returned back immediately
- Please carry a printout of this letter when submitting the joining documents.
- Please carry a copy of your 'Annualized Compensation & Benefits statement' along with the Terms and Conditions of your Offer Letter when submitting the joining documents.

1. 2 copies of Relieving letter from previous employer

Original required for verification: Yes

2 . 2 copies of Letters supporting Employment viz., offer letter, Service Certificate

Original required for verification: Yes

3. 2 copies of Salary details of previous Employment

Original required for verification: Yes

4 . 2 copies of Education Certificates or Mark sheets with Provisional Certificates – 10th to highest Degree

Original required for verification: Yes

5. 1 copy of PAN card/Application ID for PAN card applied

Original required for verification: No

6. 1 Age Proof – Copy of Passport or Pan card or Driving license

Original required for verification: No

7. 1 Photo identity proof – Copy of PAN Card or Passport or Driving license

Original required for verification: No

8. 1 Address Proof to open bank account for salary credit – Copy of Rental Agreement or Driving license or Voter's ID If you want to give Bangalore address for all communication in Citibank account form, please bring a copy of address proof that has your name

Original required for verification: Yes

9. 4 passport size color photographs. Please note that 1 passport size photograph should specifically have a Navy Blue background. It is standard as per Company policy. No other types of photographs would be accepted.

Original required for verification: Yes



10. NSR Registration Number

Original required for verification: NA

11. Note down your parents' dates of birth for nomination in PF, Gratuity

Original required for verification: NA

I accept the offer (Please type your full name in the signature field) {{*(I accept the offer)Rate_es_:signer1}}

I do not accept the offer (Please type in the signature field I don't accept the offer){{*(I don't accept the offer)Rate_es_:signer1}}

Agreement Regarding Confidential Information and Proprietary Developments

Candidate Name: Manisha (CID7903032)

Candidate ID #: CID7903032

1. **Consideration and Relationship to Employment.** As a condition of my employment with HP Inc. Company or one of its subsidiaries, successors, assigns, or affiliates (referred to collectively as, "Company"), in return for Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties in such employment, I knowingly agree to restrictions provided for below that will apply during and after my employment by Company. I understand, however, that nothing relating to this Agreement will be interpreted as a contract or commitment whereby Company is deemed to promise continuing employment for a specified duration.

2. **Confidential Information.** This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public (hereinafter "Confidential Information") which is acquired or produced by me in connection with my employment by Company. Confidential Information may include, without limitation, information on Company organizations, staffing, finance, structure, information of employee performance, compensation of others, research and development, manufacturing and marketing, files, keys, certificates, passwords and other computer information, as well as information that Company receives from others under an obligation of confidentiality. I agree to abide by the Company Confidential Information Policy and specifically agree that with regard to Company Confidential Information:

- (a) to use such information only in the performance of Company duties;
- (b) to hold such information in confidence and trust; and
- (c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my employment with Company.



I further agree that any organizational information or staffing information learned by me in connection with my employment by Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my employment with Company; further, I agree that I will not use or permit use of such as a means to recruit or solicit other Company employees away from Company (either for myself or for others).

3. **Proprietary Developments.** This Agreement also concerns inventions and discoveries (whether or not patentable), designs, works of authorship, mask works, improvements, data, processes, computer programs and software (hereinafter called "Proprietary Developments") that are conceived or made by me alone or with others while I am employed by Company and that relate to the research and development or the business of Company, or that result from work performed by me for Company, or that are developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information. Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

- (a) to disclose them promptly to Company;
- (b) to sign any assignment document to formally perfect and confirm my assignment of title to Company;
- (c) to assign any right of recovery for past damages to Company; and
- (d) to execute any other documents deemed necessary by Company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all countries, in Company's name and at Company's expense.

I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the employer was used and which was developed entirely on the employee's own time, unless (a) the invention relates (i) to the business of the employer or (ii) to the employer's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the employee for the employer.

4. **Respect for Rights of Former Employers.** I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my employment by Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

5. **Work Product.** The product of all work performed by me during and within the scope of my Company employment including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.

6. **Company Property.** I will not remove any Company property from Company premises without Company's permission. Upon the end of my employment with Company, I will return all Company property to Company unless Company's written permission to keep it is obtained.



7. **Relief; Extension.** I understand that if I violate this Agreement, Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction, (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law, and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies that might apply.

8. **Severability; Authority for Revision; Assignment; Governing Law.** The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will inure to the benefit of the parties' heirs, successors and assigns. This Agreement may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This Agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

9. **Acceptance by Company.** A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.

10. **Acceptance by Employee.** By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

I accept the offer, Agreement Regarding Confidential Information and Proprietary Developments and all of the documents' terms and conditions above

FOR Employee

{{Sig1_es_:signer1:signature}}

Name

{{Dte_es_:signer:date}}



Date

For and on behalf of the company

A handwritten signature in blue ink, appearing to read 'mino jacob thomas', written over a horizontal line.

Mino Jacob Thomas
Head Talent Acquisition – India