

July 13, 2021

Dear Meeshawn Marathe,

We are pleased to offer you the position of **Staff Engineer** with Samsung Semiconductor India Research ("SSIR"), a Division of Samsung R&D Institute India – Bangalore ("SRIB").

The details of your compensation are enclosed in Annexure 1.

All other terms and conditions of employment will be explained in detail in the appointment letter which will be given to you on your date of joining.

You would be on probation for a period of six months from the date of joining as per company policy.

You are requested to bring along with you the original certificates providing evidence of your qualification(s) and employment(s) claimed along with photocopies for verification on your date of joining.

Your employment is contingent on the results of the background verification which includes education and employment checks; and you being certified medically fit as per the Pre-Employment Medical checkup. It is advisable that you undergo the pre-employment medical test at least 10 days prior to your date of joining.

You are expected to join us by **August 15, 2021** or on such date as may be mutually acceptable and confirmed in writing. This offer is valid subject to your acceptance on or before **July 15, 2021**.

Please return a copy of this letter duly signed by you as a token of your acceptance of the offer.

We look forward to welcoming you to the Samsung family and wish you a rewarding career over the years to come.

For Samsung Semiconductor India Research ("SSIR"), a Division of Samsung R&D Institute India – Bangalore ("SRIB")

Sophia Das
Head – Human Resources

I Accept : Yes
Date : 13-07-2021



Annexure 1: Salary Details 2021-2022**Meeshawn Marathe****CL 2/ TB 6****Staff Engineer**

Components	Annual Salary
	INR Per Annum
Basic	977141
HRA	488571
Management Allowance	322457
Special Allowance	653311
Annual Base Salary (A)	2441480
Leave Travel Assistance	81428
Flexible Benefits (B)	81428
Provident Fund (Employer's Contribution)	117257
Gratuity (As per Act)	46978
Retirals (C)	164235
Company Bonus (payable in October pro-rata)	162857
Company Bonus* (D)	162857
Annual Gross Salary (AGS) (A+B+C+D)	28,50,000
Performance Incentive**	150000
Joining Bonus***	400000
Incentives (E)	5,50,000
Total Target Compensation (AGS +E)	34,00,000

*Company Bonus is targeted to be paid at 200% of Monthly Basic and will be paid in the month of October. However, the actual payout may vary as per the performance of the Company and as decided by the Management. Payment shall be on pro-rata basis and is subject to income tax deduction as applicable. Please note that you must be on company's payroll on the day of salary/bonus disbursement to be entitled for such bonus payments

**Performance Incentive is paid as guaranteed in first year and may continue from second year onwards depending on your performance. First year payout is in two equal installments: 75000 at the end of 6 months of your service 75000 at the end of 12 months of your service. This payment may be withheld in case you are on notice period as of date the payment is due.

***Joining Bonus is a one-time grant, Payout in 2 equal installments -200,000 first payroll & 200,000 at end of 12 months from your date of joining. The first paid joining bonus would be recoverable in-case you resign before completing 24 months & the last paid joining bonus would be recoverable in-case you resign before completing 36 months from your date of joining.

All payments shall be subject to tax in accordance with Income Tax laws and regulations, as prevailing from time to time.

The content of this communication is strictly confidential and should not be shared with any person other than an authorized person of SSIR's HR Department.

For Samsung Semiconductor India Research ("SSIR"), a Division of Samsung R&D Institute India – Bangalore ("SRIB")

Sophia Das
Head – Human Resources

I Accept : Yes
Date : 13-07-2021

