

Ref No.AG/1270

03/11/2023

Pulkit Sharma

79,A Avadhपुरi kanta kalwar road jhotwara, Jaipur, Rajasthan - 302012

Dear Pulkit Sharma,

'Always Act as if what you do makes a difference, Because, It Absolutely does.'

We are delighted to present this offer from Agilisium Consulting India Private Limited, an IT 3.0 company focusing on high end Business Intelligence, Cloud, Big Data and application solution services. We are confident that your career aspirations will align and grow with us to the next level of performance and customer excellence.

Thank you for believing in us and being part of the exciting journey ahead. We are pleased to appoint you as **Software Engineer** in **Agilisium Consulting India Private Limited**. and your Annual Total Compensation will be. **Rs. 7,50,000/- (Seven Lakhs And Fifty Thousand Only)** The break-up of the CTC is presented in Annexure-A.

Your appointment will be governed by the terms and conditions of employment presented in Annexure-C. You will also be governed by the rules and regulations in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

We look forward to you joining us on **20/11/2023**. Please submit the following documents on or before joining date.

- 1.Photocopy of your passport / Voter ID / Driving License.
- 2.Photocopy of your AADHAR and PAN Card.
- 3.Photocopy of your Bank detail – First page of your passbook / Cheque book / Cancelled cheque
- 4.Photocopies of educational and professional certificates.
- 5.Relieving letter from all your previous employer and last 3 months pay slip, if applicable.
- 6.Four passport size color photographs.

Please do not hesitate to call us for any information you may need. Also, sign the duplicate of this offer as your acceptance and forward the same to us.

Yours sincerely,

For Agilisium Consulting India Private Limited



Nandakumar Parthasarathy
VP – Shared Services & Talent Management

I accept the offer on the terms and conditions and shall report to work on **20/11/2023**

Signature : *pulkit*

Date: 07-11-2023

Agilisium Consulting India Private Limited

Brigade World Trade Center | 1st floor| Tower B - Unit 102 | OMR - Perungudi | Chennai -600096 | Phone:044-24501464 | contact@agilisium.com | www.agilisium.com | CIN: U72900TN2013PTC092292

Annexure A – Compensation Structure

03/11/2023

Name: Pulkit Sharma**Designation: Software Engineer**

Description	Monthly(Rs.)	Annualized(Rs.)
Basic	24,280	2,91,360
House Rent Allowance	12,140	1,45,680
Children Education Allowance	200	2,400
Telephone Reimbursements	2,000	24,000
Education Allowance	2,917	35,000
Special Allowance	19,163	2,29,960
Gross	60,700	7,28,400
PF - Employer Contribution	1,800	21,600
Annual Total Compensation	62,500	7,50,000

Note: Monthly breakup is subject to round-off numbers.

Confidentiality:

The matter of your compensation is confidential information of the company. Any discussion or disclosure of your compensation with anybody other than your reporting manager or HR will be considered as breach of agreement by you. Your compensation package is unique to you and not for comparison with other associates of the company.

Annexure B

Agilisium India Employee Benefits Summary	
Corporate Medical Insurance	
Group Medical Cover	Agilisium extends you the medical cover benefit of INR500,000 (family floater) for Associates and their immediate family (i.e Spouse and up to 3 Children).
Group Medical Cover –add on	In addition, associates can opt to cover 2 dependants (either parents or 'in-laws', but not a combination) by paying an additional premium for a benefit of INR200,000 (floater) the premium paid will be adjusted in the monthly salary.
Group Personal Accident	Agilisium's GPA policy is aimed at providing the financial security for the associate's risk of fatal Accidents & Partial/Total disability with a benefit cover of three times the Annual fixed CTC.
Group Term Life	Agilisium's GTL policy is aimed at providing the financial security to the associates immediate family, in an unfortunate event of an associates demise, with a benefit cover of five times the Annual fixed CTC.
Leaves	
Festival & Public holidays	Holiday calendar is published at the beginning of the year .
Privilege leave	12 days (1 day for every month of service). It can be 'carried forward' and accumulated up to a maximum of 25 days, any excess leave at the end of the period lapses , and it is not encashed.
Casual/Sick Leave	10 days leave for every calendar year. pro-rated and credited on monthly basis.
Sabbatical Leave	A full-time employee who has completed a minimum of 5 years of continuous service can avail upto 6 months of sabbatical leave.
Maternity leave	In accordance with Maternity Benefit (Amendment) Act 2017. Maternity Leave up to 26 weeks out of which, up to 6 weeks may be availed before tentative date of delivery upon certification by an approved medical practitioner.
Maternal Adoption Leave	An adopting / commissioning mother , who legally adopts a child below three months of age , can avail 12 weeks of leave from the first day of guardianship .
Paternity Leave	Paternity leave of 10 continuous business days .
Paternal Adoption Leave	Paternal Adoption Leave of 5 continuous business days .

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More benefits	
Employee referral	Earn up to INR 30,000 for each successful referral, not applicable for associates in Talent Acquisition.
Compensatory leave	If you work for full day on a scheduled weekly off/published holidays this can be availed. The comp off can be availed max within 180 working days & not more than 3Comp-offs together, It cannot be clubbed with any other leaves.
Shift allowance	If you have worked on Weekends (Sat & Sun) or Night shift you are eligible to obtain Rs600 based on per day worked upon managers approval; similarly if you have worked on a Festival, the allowance INR 1000 per day.
Marriage Gift	The company recognizes the memorable day in your life and extends the best of wishes to the employee and his/her family members with a wedding gift worth Rs. 10,000/- in the form of a gift voucher.
Professional Development fund	This fund is designed to support you in your pursuit of continuing education, and will reimburse you for eligible courses and professional development conferences, seminars and workshops. You may be reimbursed up to ₹75,000 per financial year for short-term learning opportunities to support your growth and development.

Disclaimer:

All benefits are governed by the actual benefit plans, which have precedence over the information reported in this statement. The brief policy statements in Annexure B has been provided for information purposes only. Please refer the complete employee policy document for updated details of any particular policy or reach out to HR@agilisium.com for assistance . Agilisium reserves the right to change or revise the policies at any time, and in any lawful manner with or without prior communication

Annexure C

EMPLOYMENT AGREEMENT

This AGREEMENT is made and entered into by and between **Pulkit Sharma** (hereinafter referred to as "EMPLOYEE" which term expression shall mean and include unless otherwise the context so required, his/her legal hires, representative, administrators and assignees) and Agilisium Consulting India Private Limited (Hereinafter referred to as "Agilisium" which term and expression shall mean and include unless otherwise the context so requires, its successors-in-interest) subject to the following:

EMPLOYEE'S employment will be governed by the rules, regulations and policies of Agilisium, WHEREAS, EMPLOYEE seeks employment with Agilisium and the parties agree as follows:

1. Confidentiality of the (AGREEMENT)

The terms of this agreement, including salary information, are confidential and should not be discussed with other **Agilisium** employees, potential employees, competitive companies or client personnel, Disclosure of this information may result in termination of employment. We hope you will appreciate the business considerations behind our Employment Agreement and confidentiality of compensation information.

2. Probation

You will be on a probation for a period of 6 (six) calendar months from your DOJ ("Probation Period") including any training or consulting time. Such Probation Period may be extended / reduced by Agilisium at its sole discretion. Your services with Agilisium will be confirmed at the end of such Probation Period or any extended Probation Period by issuance of a written letter of confirmation by Agilisium, subject to your performance meeting the requisite standards. It is clarified that unless such a written confirmation letter is issued you, you shall be considered to be on probation. Your notice period during your probation period will be 15 days. The Company may at its discretion relieve the employee from such date as it may deem fit even prior to the expiry of the notice period.

3. Exclusive Employment

The EMPLOYEE will be employed by Agilisium and the EMPLOYEE shall render all reasonable duties expected of him / her and his / her position. The EMPLOYEE shall devote all of his/her business time, attention, and energy to Agilisium and shall not, during the term of employment, be engaged in any managerial or employment capacities in any other business activity for gain or profit.

During employment with Agilisium , EMPLOYEE will not do anything to compete with Agilisium 's present or contemplated business, nor will he/she plan or organize any competitive business activity and EMPLOYEE will not enter into any agreement with anybody which conflicts with his/her duties or obligations to Agilisium .

4. Statutory Benefits

Agilisium reserves the right to alter, amend or cancel any of these benefits to comply with statutory provisions.

5. Verification

Appointment is subjected to satisfactory verification of the EMPLOYEE's character, antecedents, Testimonials and references. The appointment is also based on the details provided by the EMPLOYEE in their resume and all the

information provided by the EMPLOYEE during the various discussions with the EMPLOYEE. If any time, any information or detail given by you is found incorrect or false; Agilisium has the complete right to roll back the offer and your services will be liable for termination without any notice, salary in lieu of notice or compensation. No charge sheet or disciplinary action will be necessary.

6. Separation

On confirmation of employment Agilisium agrees to provide the EMPLOYEE with 3 months advance notice of separation (provided no advance notice is required if the termination of employment is for just cause) and the EMPLOYEE agrees to provide Agilisium the advance notice of separation of employment of 3 months or the payment of the same in lieu thereof. Agilisium reserves the right to pay or recover base salary in lieu of notice period. The Company may at its discretion relieve the employee from such date as it may deem fit even prior to the expiry of the notice period.

7. Leave

The EMPLOYEE will be eligible for Time Off as per the prevailing rules and policy guidelines of Agilisium .

8. Salary Review

The EMPLOYEE will be eligible for a salary review in conjunction with Agilisium 's Annual Review Cycle.

9. Transfer of Service

The place of posting of the EMPLOYEE will be at Chennai. EMPLOYEE'S services are liable to be transferred to any other department, branch office or establishment anywhere in India or abroad at the sole discretion of Agilisium . EMPLOYEE will be governed by the terms and conditions as applicable at the place of transfer.

10. Non Compete Terms

During his/her employment or within the period of twelve (12) months following the termination of the employment for whatever reason, the EMPLOYEE shall not directly or indirectly solicit the business of (or otherwise deal in a manner adverse to Agilisium with) the customer(s) of Agilisium , not directly or indirectly solicit the services of (or otherwise deal in a manner adverse to Agilisium with) any employee of Agilisium or induce such employee to terminate his / her employment.

11. Hours of Work:

The working day shall comprise eight (8) working hours and a lunch break for an hour. Depending upon the Company's requirement/exigency, the Company may increase or decrease the per day working hours without the Employee's consent. The Employee may also be required to work on shift basis that comprises of eight (8) working hours and a break for an hour. The Employee is expected to work in shifts assigned by the supervisor. The shift timings may change from time to time on which the Employee will be notified in advance.

12. Exclusive Property

EMPLOYEE agrees that all business procured by the EMPLOYEE while employed by Agilisium is and shall remain the permanent and exclusive property of Agilisium . EMPLOYEE further agrees that the relationship with Agilisium of each of the employees and independent contractors of Agilisium is a significant and valuable asset of Agilisium and all such relationships shall at all times, both during and subsequent to the termination of EMPLOYEE'S employment, be treated as the sole and exclusive property of Agilisium .

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The EMPLOYEE agrees that any invention, discoveries or improvements, whether or not patent-able which may be conceived, developed, or reduced to practice by the undersigned EMPLOYEE or jointly with others during the course of employment by Agilisium, under this agreement, shall belong to Agilisium, and all rights, including foreign rights, on such inventions, discoveries or improvements shall be assigned by said undersigned EMPLOYEE to Agilisium. Failing which in addition to any other remedy available under the law, civil/criminal the EMPLOYEE shall be liable to pay adequate compensation to Agilisium.

The EMPLOYEE agrees that all documents, papers and drawings relation to the business or work of Agilisium and prepared or received by the EMPLOYEE in connection with or by virtue of his/her employment, and all copies and summaries of such documents, papers, and drawings, shall be the sole property of Agilisium, and shall be delivered to Agilisium any time upon its request and in any event upon completion of work for Agilisium.

13. Confidential Information

EMPLOYEE specifically agrees that he/she shall not at any time, either during or subsequent to the term of the EMPLOYEE'S employment with Agilisium, in any fashion, form or manner, either directly or indirectly, unless expressly consented to in writing by Agilisium, use divulge, disclose or communicate to any person or entity any confidential information of any kind, nature or description concerning any matters affecting or relating to the business of Agilisium, including but not limited to, Agilisium's sales and marketing methods, programs and related data, or other written records used in Agilisium's business.

Agilisium's computer processes, programs and codes the names, addresses, buying habits or practices of any of its clients or customers; compensation paid to other employees and independent

contractors and other terms of this employment or contractual other employees and independent contractors and other terms of this employment or contractual relationships or any other confidential information of, about or concerning the business of Agilisium, its manner of operations, or other data of any kind, nature or description.

The parties to this Agreement hereby stipulate that, as between them, the above information and items are important, material and confidential trade secrets that affect the successful conduct of Agilisium's business and its good will, and that any breach of any term of this section is a material breach of this Agreement. All equipment, notebooks, documents, memoranda, reports, files, samples, books, correspondence. Lists or other written and graphic records, and the like, including tangible or intangible computer programs, records and data, affecting or relating to the business of Agilisium, which the EMPLOYEE might prepare, use construct, observe, possess or control, shall be and shall remain Agilisium's sole property.

14. Non-Interference

Any interference with Agilisium's business, property, confidential information, trade secrets, clients, customers, employees or independent contractors by the EMPLOYEE or any of EMPLOYEE'S agents during or after the term of EMPLOYEE'S employment shall be treated and acknowledged by the parties as a material breach of this Agreement rendering the EMPLOYEE liable for action both civil and criminal.

15. Other conditions

In the event EMPLOYEE resigns employment with or is terminated for a just cause by Agilisium within twelve(12) months of incurring any expenses by Agilisium [on behalf of EMPLOYEE or as reimbursement to EMPLOYEE] towards relocation and/or training, the EMPLOYEE recognizes and agrees that EMPLOYEE shall pay [and/or a deduction will be made on the final paycheck] to Agilisium the amount of any such relocation / training expense / reimbursement and/or any relocation / training expense paid by Agilisium on behalf of EMPLOYEE. Cause includes, but is not limited to, breach of this Agreement, neglect of duties, failure to act in the best interests of Agilisium, and violation of rules, regulations, and procedures established by Agilisium .

The EMPLOYEE confirms that he/she is joining the services of Agilisium of his/her own free will and volition, and agrees to indemnify Agilisium against any claims that may arise due to his/her joining Agilisium. The EMPLOYEE represents and warrants that accepting employment with Agilisium does not violate any other written or verbal agreement that he/she may have with any other person or association, joint venture or entity, including any non-compete agreement, The EMPLOYEE further agrees not to disclose or use confidential or proprietary information obtained by him/her from another employer. This entire agreement constitutes between the parties and such Agreement supersedes any and all prior agreements or understandings, oral or written, between the parties and may not be changed orally. The EMPLOYEE acknowledges that the conditions of this agreement are reasonable and fair and that any restrictions and conditions contained herein are necessary for the protection of Agilisium's business.

16. Arbitration

- a) That all disputes, differences and / or claims arising out of this Agreement among the parties hereto, whether during the subsistence of this Agreement or thereafter, shall be settled by arbitration in accordance with the provisions of the Arbitration and Conciliation Act, 1996, or any statutory amendments thereof, and in accordance with the covenants contained in this Agreement, and shall be referred to the sole arbitration of an arbitrator, to be nominated by Agilisium or in accordance with the provisions of the Arbitration and Conciliation Act, 1996.
- b) The decision of the arbitrator/arbitration panel shall be final and binding on both the parties.
- c) That in the event of such an arbitrator to whom matter has been originally referred, dying or being unable to act for any reason, Agilisium, after such death of the arbitrator or after his inability to act as arbitrator, shall appoint another person to act as arbitrator, and such a person shall be entitled to proceed with the arbitral reference from the stage at which it was left by his predecessor.
- d) That the language to be used in the arbitral proceedings shall be English.
- e) That the venue of arbitration proceedings shall be at Chennai.
- f) For all disputes arising under this contract of employment and for application and petitions under the Arbitration and Conciliation Act, 1996 or of any modification or re-enactment, thereof the courts in Chennai alone shall have exclusive jurisdiction to the exclusion of all other Courts.
- g) That the parties hereto hereby authorize so appointed to conduct the arbitral proceedings purely on the basis of documents, claim statement, statement of defense and pleadings filled by the parties hereto in connection with the arbitral reference.
- h) That the cost of arbitration shall be at the discretion of the arbitrator and after it is determined, shall be divided equally between the parties or in such other fashion as the arbitrator so orders, which order shall prevail.
- i) That the parties hereto agree that the arbitral proceedings shall be concluded within a period of three months from the date of first hearing of the arbitral reference provided the period may be extended with the consent of both the parties and such period of extension shall not at any cost extend beyond a period of six months from the date of first hearing of the arbitral reference.
- j) That the arbitrator so appointed including the procedure of appointment and his authority shall not be challenged by any of the parties.
- k) That the parties hereto shall not by themselves give oral evidence or make any witness give evidence before the arbitrator so appointed in any arbitral reference, either for against such a reference.

17. Address for the purpose of service:

All communications between the EMPLOYEE and Agilisium shall be deemed to have been effectively served if made in writing and addressed to the following addresses:

Agilisium Consulting India Private Limited at

Brigade – World Trade Centre, Tower B,
1st Floor, OMR- Perungudi, Chennai- 600096

Pulkit Sharma

79,A Avadhपुरi kanta kalwar road jhotwara, Jaipur, Rajasthan - 302012

Any change in the above addresses of any of the concerned parties, i.e., Agilisium, Employee shall be intimated to other parties by the party whose address has changed, within a period of seven days of such change. If no such change has been intimated or received, the addresses mentioned above shall be deemed to be the addresses of the concerned parties for all purposes of communications.

In all cases where notices are sent by the parties under this Agreement proof of delivery of such notice shall be sufficient requirement of service of notice under this Agreement.

This agreement shall be governed by and construed and enforced in accordance with the laws/courts of Chennai, India including situations where Agilisium may depute the EMPLOYEE overseas for work/training.

For **Agilisium Consulting India Private Limited**

EMPLOYEE:



Nandakumar Parthasarathy
VP-Shared Services & Talent Management
03/11/2023

pulkit

Pulkit Sharma