

Date: 16th Aug, 2023

Emp Name: Kutagal Shaik Sabiha

Compensation Review

Dear Kutagal,

We have had an exciting 12 months as we went through our Transformation journey and completed our Reset and Reinvention phases of the journey. We now enter a new phase to Reimagine our ways of working and operating model as we continue to deliver on our purpose of engaging, enabling and empowering people to perform and grow.

We appreciate your commitment in helping us complete the journey thus far and look forward to your sustained efforts as we enter the next phase of this journey where we want to deliver a Reimagined and differentiated product suite and experience to our customers. You will hear more about this over the next few weeks from your leaders.

As we enter the next phase, we wanted to recognize your performance and contribution to the organization and we are glad to inform you about your revised remuneration.

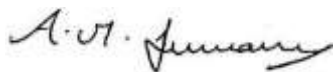
With effect from September 1, 2023 your annual salary has been revised to INR 861,900 with a fixed pay of INR 795,600.

In addition, we would like to inform you of the enhancements in the terms and conditions of the original agreement (refer Annexure A), reflecting an evolution to the nature of relationship with you. Please note that all other terms and conditions of your employment agreement/contract will remain unchanged.

Wishing you an exciting year ahead!

Sincerely,

For ENTOMO GTDIC PVT. LTD.



Suman Mahadev Akkiraju

Global Partner - Employee Success

ANNEXURE A

REVISED TERMS & CONDITIONS

1. INTELLECTUAL PROPERTY

- 1.1. If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operation of the company, such developments will be fully communicated to the company and will remain sole right/property of the company.

2. NON-SOLICITATION

- 2.1. During the term and for a period of twelve (12) months from the date of cessation of your employment, you shall not, directly or indirectly, solicit or offer employment or engagement or entice away any of Entomo's Clients (existing as well as clients who are under discussion for potential business opportunities), employees or contractors, whether for employment or services to be rendered to you directly or indirectly, or any other person or company that you have relations with and may or may not deliver services together with that person or company.

3. NON-COMPETITION

- 3.1. During the tenure of your employment and for a period of twelve (12) months from the date of cessation of your employment, employee will not engage in any acts of competition with the business of the company.

4. CONFIDENTIAL INFORMATION

- 4.1. During your employment with the company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, relate to, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the company.
- 4.2. You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other confidential information relating to the business of the company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the company. For the purposes of this clause 'Confidential Information' means information about the company's business and that of its customers which is not available to the public and which may be learnt by you during your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment

policies, personnel, and information about the company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

- 4.3. At no time, will you remove any Confidential Information from the office without permission.
- 4.4. Your duty to safeguard and not disclose confidential information will survive the expiration or termination of this Agreement and/or your employment with the company.
- 4.5. Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the company may have against you in law.

5. APPLICABILITY OF COMPANY POLICY

- 5.1. You may be required to sign necessary agreements with the company or any other client as required and complete various formalities as per the agreements at the time of joining and during the tenure with the company. You may also be required to sign other Agreements with the company, as the company may decide from time to time, to secure the interests of the company has also to ensure your performance and adherence to all terms, conditions, rules and regulations of the company. The company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the company shall be binding on you and shall override this Agreement to that extent.

These terms and conditions are deemed to be accepted by you on receipt of this communication.