



LETTER OF OFFER OF APPRENTICESHIP
(Privileged and Confidential)

06 February 2025

Dear Sandeep Kumar
LAHLADPUR, SAIDABAD, Patna- 801104, Bihar

1. Target Corporation India Private Limited ("Target India" / "Company") is pleased to offer you an Apprenticeship ("Apprenticeship"), with a title Apprentice Data Analytics that among other things may include trainings and learning sessions related to our general business model and day to day work (this offer for Apprenticeship is hereinafter referred as "Apprenticeship Offer").
2. The period/tenure of the Apprenticeship will commence from 19/02/2025. Your training period will be of 6-12 months, please refer to apprentice contract for more details ("Apprenticeship Tenure"). Please review this Letter of Offer of Apprenticeship and respond with a written confirmation/acceptance to CorporateHR.Services@target.com within 3 days of issuance of this Letter of Offer of Apprenticeship, beyond which Target India will have the option to withdraw the offer of Apprenticeship contained hereunder.
3. Your Total Stipend per month is **Rs. ₹20,000.00**. The stipend shall be subject to applicable deduction of taxes at source in compliance with prevailing Income Tax regulations and other statutory deductions.
4. As an apprentice, you will not be a Company employee. Therefore, you will not be eligible for any benefits that the Company offers to its regular, full-time employees, including, but not limited to, health benefits or retirement benefits. You understand that participation in the Apprenticeship program is not an offer of employment, and successful completion of the Apprenticeship does not entitle you to employment with the Company.
5. The Apprenticeship Offer at Target is contingent upon satisfactory results of the background verification and other reference checks as per Target India's policy. In case we find that any of the information provided by you is fully or partially incorrect or incomplete, Target India reserves the right to withdraw the Internship Offer. You shall at all times keep us posted of any changes in your contact details like address, phone numbers etc. provided to us and inform us in case you accept Apprenticeship/employment/internship from any other organization. You agree to not indulge in any employment or any other Apprenticeship or any other internship during Target India time (in this case it means the time/hours during which you are required to do the Apprenticeship).
6. During your Apprenticeship with Target, you shall be provided with a laptop and/or other computer hardware or related devices (collectively "IT assets") for your training and other Apprenticeship requirements. Such IT assets are the sole property of Target, and you will have no right or interest over the IT assets except using such assets for the purposes of the Apprenticeship and for such duration as may be decided by Target India. You shall be always responsible for the security and safety of the IT assets and in case of any loss or damage to the IT assets due to your action or omission you agree to be held accountable for the same and such accountability includes payment of costs ascertained by Target India for such loss or damage. For reasons mentioned in this Letter of Offer of Apprenticeship or otherwise if Target rescinds or terminates the offer for any reason you shall forthwith return the IT assets to Target. You shall return the IT Assets to Target India whenever asked to do so by the Company.
7. All the IT assets shall be used by you in accordance with Target India's policies and such other terms as may be communicated to you and shall not be used for any illegal activity or be made subject to any hacking or unethical access or any network security risks.
8. All information and data in digital or electronic form that you come across during your training and Apprenticeship on the Company provided assets shall be treated with utmost confidentiality and shall never be



transferred to personal devices or shared with any external party. The term "Confidential Information" means all information relating to or used in Target India's business, regardless of whether it is marked "confidential" or otherwise. Confidential Information includes, but is not limited to, all business processes and procedures, systems, methods of doing business, data, reports, specifications, formulae, proposals, strategies, business plans and analyses, financial information and projections, personnel information, information about merchandising, information about past, present or potential customers, information about past, present or potential vendors, information about existing or future technology, future stores, and proprietary or third-party software. The foregoing notwithstanding, the term "Confidential Information" does not include Confidential Information that: (a) is or becomes known to the public through no fault of yours; (b) or something that you already rightfully possessed before Target India disclosed it to you. You shall not disclose any Confidential Information or Proprietary Information of Target India to any third party and use all reasonable means to protect the same. Any unauthorized usage of Confidential Information/Proprietary Information shall invoke strict legal actions by the Company.

9. You shall not download, install, or use unauthorized software programs on IT Assets and should strictly adhere to Company's policy on the same. Also, you are required to keep the Company informed and take consent at all times for using any open-source software for projects/ work related to your training at Target.

10. Furthermore, you shall at all times, including after your Apprenticeship ends for any reason, hold all Confidential Information/ data strictly in confidence and not discuss, communicate or transmit to others or make any unauthorized copy of or use such information in any capacity, position or business unrelated to the Company and unauthorized by the Company.

11. You shall not use any information, data, codes, algorithms, projects, reports owned by Target or conceived by you during this Apprenticeship Tenure and generally any material that was the output of any work done in the course of this internship for any of your personal or academic use.

12. Inventions, discoveries, works of authorship, trade secrets and other proprietary materials created during the Apprenticeship or that arise out of your work at Target India or are created using Target India time, materials or assets – are owned by Target India. You agree to cooperate with Target India in documenting and perfecting Target India ownership of all such proprietary materials.

13. You agree to comply with any other terms, conditions, regulations and/or policy or fill such forms, disclaimers or undertakings related to your work at Target India that may be communicated to you from time to time by digital or postal means.

14. In accordance with Target India's exit policy, in the event you decide to resign from Target India during your Apprenticeship Period, you will be required to serve a 15 day notice period. Similarly, Target India can terminate your apprenticeship during the Apprenticeship Period with a 15 day prior written notice or pay in lieu of notice. Target India however reserves the sole right to waive the notice period or a part thereof, or accept payment from you in lieu of such notice period. Similarly, Target India can terminate your apprenticeship without assigning any reasons whatsoever by giving sixty (60) day notice in writing or in its sole discretion, by paying salary in lieu of the un-served notice period.

15. Holidays and Leave Time:

During your apprenticeship period, you will be eligible for:

- Casual leave of 12 days per year (1 day per month)
- Medical leave of 15 days per year (1.25 days per month)

This would be over and above the Target India holidays.

16. Entire Agreement : This Letter of Offer of Apprenticeship , including all exhibits, schedules, and other attachments to this Letter of Offer of Apprenticeship as well as documents specifically referenced in this Letter of Offer of Apprenticeship , constitutes the entire expression of the parties' agreement with regard to the subject matter



of the Apprenticeship. All prior and contemporaneous negotiations, offers and agreements between the parties with regards to the subject matter of this offer are expressly superseded by this Letter of Offer of Apprenticeship. If you have any questions regarding this Letter of Offer of Apprenticeship or of any aspect of your Apprenticeship, please contact Human Resources.

Thank you for your decision to apprentice with Target India. I welcome you to the team and take this opportunity to wish you all success as an Apprentice at Target India.

Welcome to Target India! We look forward to seeing you soon.

For Target Corporation India Private Limited

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ARVIND
KULKARNI

Digitally signed
by ARUN ARVIND
KULKARNI
Date: 2025.02.10
16:43:20 +05'30'

Arun Kulkarni, VP Human Resources

Authorized Signatory

Date:

Sandeep Kumar

Date: 12/02/2025

Target Corporation India Private Limited

CIN - U72900KA2004PTC033455

Registered Office: C-2, Manyata Embassy Business Park - SEZ Unit, Outer Ring Road, Rachenhalli & Nagawara Village, Bengaluru, Karnataka
560045. Tel: +91 80 4673 4000 Fax: +91 80 4673 4100 website: www.target.com



RELATED DEFINITIONS

Unless repugnant to the context, in this Agreement the expressions mentioned above shall have the meaning as follows:

- "Agreement" includes the recitals and annexures to this Letter of Offer of Apprenticeship and any amendments made to this agreement by the Parties in writing;
- "Applicable Law" means any statute, law, regulation, ordinance, rule, judgment, notification, order, decree, byelaw, permits, licenses, approvals, consents, authorizations, government approvals, directives, guidelines, requirements or other governmental restrictions, or any similar form of decision of, or determination by, or any interpretation, policy or administration, having the force of law of any of the foregoing, by any authority having jurisdiction over the matter in question, whether in effect as of the Effective Date or thereafter;
- "Cause" means, as reasonably determined by Target India, the occurrence of any of the following: 1) any commission of gross negligence and / or willful misconduct on the part of the Apprentice during the course of his/ her Apprenticeship; 2) the Apprentice has engaged in fraud, embezzlement, theft, commission of a crime, or dishonesty etc. in the course of his / her Apprenticeship; 3) engaging in any activity that Apprentice know or should know is detrimental to the interests of Target India, its business or reputation; 4) material failure to adhere to Target India's corporate codes, policies or procedures; 5) a breach of any covenant in your Apprenticeship or any intellectual property agreement, 6); failure by you to substantially perform your duties or follow management direction and if such failure is not cured to Target India's satisfaction within a reasonable period of time after a written demand for substantial performance is delivered to you; or 7) violation of any statutory, contractual duty or obligation to Target India.
- "Date of Termination" means:
 - i. if your Apprenticeship is terminated by Target India for Cause, the date of receipt of the Notice of Termination or any later date specified therein, as the case may be,
 - ii. if your Apprenticeship is terminated by Target India other than for Cause, the Date of Termination shall be your last day of Apprenticeship;
 - iii. in the event of your resignation from the Target India, the Date of Termination shall be the date communicated by Target India in this respect.
- "Person" means any natural person, limited or unlimited liability company, corporation, partnership (whether limited or unlimited), proprietorship, Hindu undivided family, trust, union, association, government or any agency or political subdivision thereof or any other entity that may be treated as a person under Applicable Law;



"Proprietary Information" means and includes, but is not limited to, information about software programs, source or object code, algorithms, trade secrets, designs, know-how, domain names, processes, data, ideas, techniques, works of authorship, business and product development plans, customer lists, terms of compensation and performance levels of Target India TMs, Target Corporation's customers and other information concerning the Target Corporation's actual or anticipated business, research or development, prices and pricing structures, marketing and sales information, product lines and any information and materials relating thereto, or which is received in confidence by or for Target India from any other person, whether or not it is in written or permanent form.

Target Corporation India Private Limited

CIN - U72900KA2004PTC033455

Registered Office: C-2, Manyata Embassy Business Park - SEZ Unit, Outer Ring Road, Rachenhalli & Nagawara Village, Bengaluru, Karnataka
560045. Tel: +91 80 4673 4000 Fax: +91 80 4673 4100 website: www.target.com



Annexure 'A'

List of documents to be submitted on the date of joining Target India Please bring along the originals for verification

| SL No | |
|-------|---|
| 1 | Aadhaar Card |
| 2 | PAN Card |
| 3 | Photo ID Proof (DL/Passport/Pan Card) |
| 4 | Education - 10th Standard |
| 5 | Education - 12th Standard |
| 6 | Education – Consolidated marksheets/Degree Certificate |
| 7 | Education - Masters (if Applicable) |
| 8 | Cancelled Cheque |
| 9 | Offer Letter from Target & Apprentice Contract from NAPS Portal |