

**Date: 23<sup>rd</sup> February 2022**

To,

**Ms. Sharwari Nemane**

'Sr. No. 126/1/A, Flat no. 3, Akashnagar, Near Sugamvishwa Building, Warje Jakat Naka, Pune-411058.'

Dear Sharwari,

CitiusTech Healthcare Technology Private Limited (CitiusTech / the Company) is pleased to appoint you as **Software Engineer - Development** at its Teritex office with effect from **23<sup>rd</sup> February 2022** on following terms & conditions:

**1) Compensation**

- (a) Your gross compensation shall be Rs.**9,00,000/-** per annum, the break-up of which is contained in the Annexure to this letter.
- (b) In addition, you shall be entitled to statutory benefits under the Payment of Gratuity Act (1972), the Payment of Bonus Act (1965) the Maternity Benefit Act (1961) and the Employee's Compensation Act (1923), if applicable details of which are available on the intranet of the Company
- (c) In addition, you will be entitled to leave in accordance with the rules framed by CitiusTech from time to time.

**2) Confidentiality and Non-Solicitation Obligations**

Your appointment shall be subject to the terms contained in the Non-Disclosure Agreement (NDA) to be executed between you and CitiusTech. A draft of the NDA is available with CitiusTech for your perusal. In case of any conflict, the terms of the NDA shall prevail.

**3) Termination**

- (a) CitiusTech shall be entitled to terminate your employment at its sole discretion by giving you **90** days written notice (or basic salary in lieu thereof), without being bound to assign any reasons.
- (b) Your employment is contingent upon successful completion of background verification checks. Any misrepresentation or misleading information in this regard may lead to termination of your employment without any notice or pay.
- (c) You may resign from the services of CitiusTech after providing **90** days of notice. Kindly note that this condition is a necessary condition that will not be waived under any circumstances.
- (d) In case an employee resigns, the company is entitled to relieve the person on an immediate basis, if the company deems that his / her work obligations have been completed / have concluded. In such an event, the company will provide basic pay from the relieving date till the end of the notice period.

**4) Transferability of Appointment**

CitiusTech may transfer you to any other place in India or abroad. You may in the future be transferred to any of the offices of CitiusTech, its subsidiaries, its associates,



**CitiusTech Healthcare Technology Pvt. Ltd.**

Regd. Office: Ground Floor, B Block, Teritex Building, Saki Vihar Road, Andheri (E), Mumbai – 400 072, MH, India

SEZ Unit: Mindspace, Serene Properties SEZ, Thane – Belapur Road, Airoli, Navi Mumbai – 400 708, MH, India

SEZ Unit: Embassy Tech Village SEZ & Cessna Business park SEZ, Outer Ring Road, Bangalore, KN, India

CIN: U72100MH2005PTC153862

organizations with which it does any business, whether the office, subsidiary, associate or organization is in existence today or is set-up anytime hereafter.

### **5) Working timings**

You will observe working timings and holidays as intimated by CitiusTech from time to time.

### **6) Exclusivity**

You shall work for CitiusTech on an exclusive basis. Save and except with prior written approval from CitiusTech, you shall not undertake either directly or indirectly any other employment, business, appointment or work, whether honorary or with remuneration.

### **7) Other terms and conditions**

- (a) You shall follow all the systems, policies and procedures applicable at CitiusTech and as may become applicable from time to time.
- (b) Your address as stated in this letter shall be the address for communication between CitiusTech and yourself.
- (c) The appointment is subject to your not being related party of a Director of CitiusTech within the meaning of Section 188 of the Companies Act 2013.
- (d) Your designation is merely indicative of the responsibilities, which you are required to carry out. CitiusTech may require you to perform any other administrative, managerial, supervisory or other functions and you shall be bound to carry out such functions.
- (e) You will retire from the services of CitiusTech on attaining the age of 58 years.
- (f) The joining bonus/Early joining allowance (if any) paid to you during joining will be recoverable if you leave CitiusTech within 12 months from the date of joining.

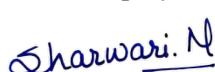
Please return the duplicate copy of this letter duly signed, in token of acceptance of the terms and conditions of employment.

### **For CitiusTech Healthcare Technology Private Limited**

#### **Authorized Signatory**

I acknowledge that I have understood the entire terms of this Appointment letter. I accept and agree to all the terms and conditions of employment.

Signature:



Date

23/02/2022



**CitiusTech Healthcare Technology Pvt. Ltd.**

Regd. Office: Ground Floor, B Block, Teritex Building, Saki Vihar Road, Andheri (E), Mumbai – 400 072, MH, India

SEZ Unit: Mindspace, Serene Properties SEZ, Thane – Belapur Road, Airoli, Navi Mumbai – 400 708, MH, India

SEZ Unit: Embassy Tech Village SEZ & Cessna Business park SEZ, Outer Ring Road, Bangalore, KN, India

CIN: U72100MH2005PTC153862

**Salary Structure**

---

Name of Employee

**Sharwari Nemane**

Effective Date

**23<sup>rd</sup> February 2022****STRUCTURE**

Details	Rs per month	Rs per annum
Basic	26250	315000
Flexi basket	43500	522000
Retention	5250	63000
<b>Total Fixed Pay</b>	<b>75000</b>	<b>900000</b>
<b>Total Cost to Company</b>	<b>75000</b>	<b>900000</b>

**NOTES**

Reimbursements are made in full each month along with salary  
(Bills can be submitted subsequently. If not submitted, reimbursements become subject to income tax).

Retention pay is part of salary structure for the first two years of employment.



---