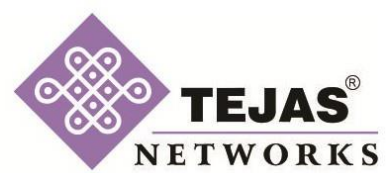


Tejas Networks Ltd.

Regd. Office: Plot No. 25, 5th Floor
J.P. Software Park, Electronic City Phase 1
Hosur Road, Bengaluru 560 100, India
Tel : +91- 80- 4179 4600/700/800
Fax: +91- 80- 2852 0201

**14-11-2024****Mr. Prajwal T. Kadiyavar**

Plot No 102, 1st Main 5th Cross, Saptagiri Nagar, Y S Colony Dharwad, Dharwad - 580004

Dear Prajwal T. Kadiyavar,

We welcome you to Tejas and are pleased to offer you the position of **Senior Engineer, R&D** located at **Bengaluru, Karnataka, India**. This offer is valid subject to you accepting this offer by **14-11-2024** and you will be required to join us by the date of joining as mentioned below. The terms and conditions of your offer are given below:

1. Date of Joining: 18-11-2024

2. Key Result Areas: You will be reporting to **Staff Engineer, R&D**, who will finalize your roles and responsibilities.

3. Compensation: Your total compensation details including fixed, variable pay (if applicable) and welfare benefits are in Annexure A.

4. Leave: You will be eligible for 15 days privilege leave as per the leave policy of the company. You will also be eligible for 12 days of casual/sick leave. All leaves will be prorated during a given financial year (April 1st to March 31st) based on your date of joining.

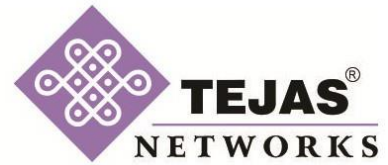
5. Area of work: You must be willing to take on any responsibilities that are reasonably assigned to you by the company and be willing to relocate to any of our offices.

6. Notice Period: The notice period will be 60 days as per the separation policy. Either party can terminate the employment contract by providing this notice.

7. Background Verification: Upon execution of this Employment Contract, the Company shall initiate background verification process as per the Company's background check policy. The Company may hire a third party to conduct the background verification. You agree to provide information including your prior employment, education, criminal antecedent and any other information to the best of your knowledge. In the event, any discrepancies are found in the background verification report as against the information furnished by you, it shall be construed as gross misconduct on your part and the Company reserves the right to take appropriate disciplinary action, including termination of your employment.

Tejas Networks Ltd.

Regd. Office: Plot No. 25, 5th Floor
J.P. Software Park, Electronic City Phase 1
Hosur Road, Bengaluru 560 100, India
Tel : +91- 80- 4179 4600/700/800
Fax: +91- 80- 2852 0201



All other terms and conditions of your employment shall be as per your employment contract. This will contain policies like 'conflict of interest', 'non-disclosure and confidentiality', 'code of conduct', 'responsibility of company assets' and other relevant rules and regulations of the company as applicable and amended from time to time. The employment contract will be signed upon your joining.

We hope this will be the beginning of a long and mutually beneficial relationship between you and Tejas. Please sign copy of the offer letter as a confirmation of your acceptance and return it on or before **14-11-2024**.

Sincerely yours,

FOR TEJAS NETWORKS LIMITED

Abhijit Mitra
Chief Human Resources Officer

Accepted the Offer:

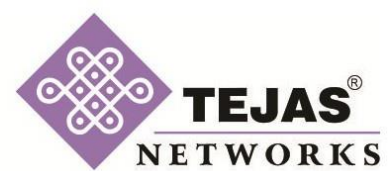
Signature:

Name: Prajwal T. Kadiyavar

Date of Joining: 18-11-2024

Tejas Networks Ltd.

Regd. Office: Plot No. 25, 5th Floor
 J.P. Software Park, Electronic City Phase 1
 Hosur Road, Bengaluru 560 100, India
 Tel : +91- 80- 4179 4600/700/800
 Fax: +91- 80- 2852 0201

Annexure A

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic Salary	1176000	98000
House Rent Allowance	470400	39200
LTA	60000	5000
Internet Allowance	6000	500
Other Allowance	436440	36370
Total A	2148840	179070
Gratuity	56544	4712
Employer Provident Fund	141120	11760
Total B	2346504	195542
Variable Pay	123504	10292
Total Gross	2470008	205834
Welfare Benefit		
Medical Insurance Coverage	30000	2500
Total CTC	25,00,008	2,08,334

1. Tejas offers a compelling benefits package which includes medical insurance for family, personal accident insurance and statutory term insurance.
2. This is a system generated salary break-up, the difference of amount in total CTC with respect to manual break-up is due to rounding off and doesn't have any impact on fixed cash component.