



**Personal & Confidential**

13 Apr 2022

20220413/PIC/5101058

**Mr.Subbanarasa Reddy Puttana**

#A-406, SSVR Tridax Apt, Balagere Road,

Devasthanagalu, Varthur

Bengaluru, Karnataka 560087

India

**Mobile:** 9900505288

**Email:** subbanarasareddy@yahoo.com

Dear Subbanarasa Reddy,

We are pleased to appoint you on the following terms and conditions:

Business Title : **Architect II**

Grade : **CG60**

Organization : **Philips India Limited**

- Your initial place of joining will be at **Philips India Limited, Bangalore - M0** on **13 June 2022**, ( herein after referred to as Date of Joining) your failure to report on the stated date in this clause, shall make this offer null and void, unless the date of joining is extended or agreed in writing between you and the Company, by an authorized officer of the Company. You are requested to note that the company, reserves the right to transfer your services to any Philips office including but not limited to any Philips" subsidiary or group Company or associated Company or a joint venture with another business entity in which Philips India or its group company could be a shareholder or partner. This transfer may involve many actions including but not limited to transfer of payroll, change in service conditions, employee benefits, salary structure, incentive plan, perquisites, etc. without prejudice to you and after keeping you informed in writing. You are requested to note that once such a transfer is done, the terms and conditions of the new office to which your services have been transferred will apply to you, from the date of the transfer. You would not be permitted to claim any benefit (financial or otherwise) of Philips India Ltd once such transfer is effective.
- Compensation, Perquisites, benefits & Allowances shall be as detailed in Annexure A. This compensation, allowances etc. is provided as per the policies of the Company which is subject to change from time to time at the sole discretion of the management. The compensation structure is subject to review and such revised structure shall be deemed part of the appointment terms with effect from the dates of such respective revisions.

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Fax: +91 80 41891000

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Major Arterial Road, New Town (Rajarhat),  
Kolkata - 700156  
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- Your appointment is being subject to successful completion of a background check and satisfactory verification of your documents, certificates and testimonials conducted by the company or appointed agencies on its behalf. We reserve the right to terminate your employment agreement in case the results of your background investigation are found to be unsuccessful on the part of our inquiry.
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company has the right to terminate your services without notice or compensation.
- Your appointment is further subject to you being of sound mental and physical health required for you to disburse the responsibilities and accountabilities of the job effectively and efficiently. Please ensure to provide us with a declaration of your current health as per the format provided in the joining booklet. We reserve the right to terminate your employment agreement, in case it is observed by the Company that your health conditions does not comply to your job requirements. The continuance of your employment with the Company is subject to your medical fitness. The Company may require you to furnish such proof or undergo such tests to ascertain your medical fitness if required.
- The services can be terminated by either party giving the other party three-month's notice or basic salary in lieu of. Company may however, reduce this notice period at its discretion by accepting/paying basic salary in lieu which would be in the sole discretion of the company. Your resignation will not be deemed to be accepted until it is accepted/confirmed in writing by an authorized signatory from HR Department of the Company.
- You will be entitled to leaves as per the prevailing leave policies of the company.
- The age for retirement from the Company's service is 60 years and would be the last day of your 60th birthday month. Your date of birth as recorded at the time of your appointment with the Company will be considered as the authenticated date of birth for all purposes throughout your services with the Company and no changes will be permitted under any circumstances. The Company may however call upon you to furnish such documents/proof in respect thereof as it may deem fit and to make such changes therein as may be deemed appropriate.
- Your individual remuneration is purely a matter between yourself and the Company and has been arrived on the basis of your specific background and professional merit. In addition, you will be eligible for allowance/benefits as per Company policies. We expect you to maintain his information and any changes made therein from time to time as personal and confidential. Review of your performance and compensation would be done periodically in line with the Company policies.
- You shall, during your service with us, devote your whole time and attention to the Company's business entrusted to you and you shall not engage yourself directly or indirectly in any business or service other than the Company's business or service and shall not engage in any profession or services while you are working in Philips India Ltd. Furthermore, any services taken up in parallel to the ongoing employment with Philips needs to be reviewed and approved by Philips in writing. You shall inform the Company of any conflict of interest that may or has arisen in pursuance of providing your services as per the terms and conditions contained herein. Any violation of this clause shall result in immediate termination of your services.

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- Information pertaining to the Company's operations shall remain secret and safeguarded by you. On joining the Company, a formal Non-Disclosure Agreement to effect non-disclosure of confidential information and intellectual property etc., shall be executed by you. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you.
- You shall provide such personal data as required by the Company in relation to your employment and shall inform the Company of any change in your personal data, including your residential address etc. within 3 working days. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by registered post to you at your address in India, as recorded with the Company.
- Upon termination of your employment, due to any reason whatsoever, you will immediately return to the Company confidential and proprietary information and property of Philips in your possession including but not limited to papers, documents, properties/assets, ID card, Credit Card, Laptop with charger, hard drives, non-fulfilled customer orders/services, if any etc. which may at that time be in your possession relating to the business or affairs of the Company or any of its associates or branches and will not retain any copies or extracts therefore or hold/keep back any assets. You shall also return to the Company numerous transaction cards issued to you for cancellation. You shall also stop representing yourself as an employee of Philips market or external customers.
- Non-solicitation clause - For the duration and the validity of your appointment and for a period of 1 year after termination or expiry of your appointment, you shall not, directly or indirectly solicit or endeavor to entice away or seek to re-employ any of the Philips employee/employees who are either employed by or in services of Philips at the time of such solicitation. Provided further that any attempt by you in disregard to this clause would be considered or deemed to be considered as a breach of your appointment. Your failure to comply with this clause shall be a valid and adequate ground for an immediate termination of your appointment by Philips which may be without any prior notification. Philips shall also be entitled to any other rights and remedies available at law or in equity including but not limited to injunctive reliefs from the appropriate forums in or outside the country.
- You will abide by the rules and regulations of the Company, which are in force from time to time and the General Business Principles of the Company. On Joining, you shall comply with Philips General Business Principles available at [www.philips.com](http://www.philips.com), as updated from time to time (which GBP are deemed to be incorporated by reference) at all times during the term of your employment.
- The Company shall have the right to vary or modify any or all of the above terms and condition of service which shall be binding on you. Any violation of this clause shall entail strict disciplinary action, as appropriate, including termination of your services.
- You shall not place yourself in a position, which warrants any pecuniary/non pecuniary obligation with vendors, suppliers, business associates, competitors, etc. You shall also not accept directly or indirectly any gift or reward from any person with whom you are likely to have official dealings.

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- If you are party to any Criminal act / proceedings in your official / personal capacity you shall keep your assigned HR Manager informed in writing on immediate basis. Further as per the Company, if you are found guilty of any misconduct or should you commit any breach of the service conditions or get involved in any Criminal act / proceedings, the Company may terminate your services immediately after proper investigation per Philips rules and no notice pay shall be paid in lieu thereof.
- Absconding from services for 3 working days would lead to initiation of absconding notice from the company. A further 7 working days absconding from the company would lead abandonment of employment on your own will and thereby termination of services from the company effective the first date you went absconding.
- Notice to terminate employment in any electronic form such as SMS or personal email shall not be accepted. Notice to terminate the employment by an employee, at the minimum has to be addressed to the direct line manager with a copy to the assigned HR Manager via the company email ID in writing with proper signature, to the Company.
- In the event of your termination /resignation/retirement, you will not represent the Company either personally or by your agent, directly or indirectly, as being in any way connected with or interested in the business of the Company.
- Please ensure that all documents as listed in the enclosed Joining Booklet are ready in advance for submission to us on the first day you join us. Failure to do so, will tantamount to non-completion of joining formalities and your employment will not be valid.
- All terms and conditions will be governed by the Company's policies as stated from time to time and the Company may in its sole discretion as it deems fit revoke or change such policies. It shall be your duty to peruse and understand all the terms and conditions enumerated in Company's policy as well as the repercussions of the breach thereof and not being aware of the same shall not be a defense, which shall be either available to you or accepted by the Company.
- Your designation may be changed at the discretion of the Company depending on the work assigned to you.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- Any increment or promotion shall be provided to you based on your merits and at the discretion of the management of the Company.
- The Company may provide you with a Job Description, which is subject to revision by the Company. Notwithstanding the Job Description, you may be required to discharge all such duties and responsibilities as demanded from you time to time.
- You confirm that you are an Indian national and hence exempt from procuring any additional work authorization in India. However you are a non-Indian holding a foreign passport, you will be required to furnish appropriate work authorization to the Company, failing which your services shall be terminated.

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- Your working hours shall be as per Company policy and you are expected to complete your duties within the same.
- You are prohibited from using or sharing any information acquired during your employment with the Company for any personal or any other third party's gain or advantage.
- You are prohibited from using any unauthorized or unlicensed software in connection with your computer system that may be provided by the Company. You are required to take additional responsibility for the physical security of the computer system as well as the information contained therein. The Company has the right to inspect your usage of the same any time without any notice to you.
- You must not disseminate any information which a) belongs to or impersonates another person over which you have no rights (including infringement of Intellectual Property) b) is defamatory, offensive, inappropriate c) contains a virus or any other harmful component d) contains unlawful advertising, promotion etc. e) violates any applicable law or regulation.
- You may be required to undergo certain training for the purpose of delivering your services to the Company. You may be required to sign a bond for receiving such training, assuring that you shall continue your service for the Company for a prescribed amount of time post the training, failing which you shall refund the entire cost of the training to the Company.
- In case of any leased assets like Company leased car, you shall be liable for the same. The Company shall not bear any responsibility or liability for your usage of such assets.
- Your final settlement of dues shall happen only after completion of all exit formalities as per Company policy.
- You are required to report to office on proper time, punch your attendance every day, use the Company provided email, internet, not share your access card with anyone else, maintain good housekeeping practices and dress in a professional manner at all times.
- Please visit the website [www.philips.com](http://www.philips.com) for more information on starting at Philips India.
- You are required to comply with all applicable laws of India in pursuance of your employment and in case of any legal action pending or taken against you, the same shall be disclosed to the Company, failing which your services may be terminated by the Company.
- In the event of any dispute regarding the terms and conditions of your appointment, the same will be subject to the exclusive jurisdiction of the courts of Gurgaon, Haryana.

For clarifications or any other information kindly feel free to contact the undersigned or your HR Manager.

We take pleasure in welcoming you to our Organization and sincerely hope that your period of service with us will be long,

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pleasant and of mutual benefit.

Please sign the duplicate of this letter in token of your acceptance of the above terms and conditions and send it to us within 7 days of receipt of this letter by you, failing which the offer will stand withdrawn without any further reference to you.

Thanking You

Yours truly,  
for **Philips India Limited**

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{{N\_es\_:signer1:fullname}}  
{{\*Ttl1\_es\_:signer1:string(maxlen=50)}}  
**Philips India Limited**

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I agree and accept employment on the above terms and conditions. I will report for duty on or before 13 June 2022

Signed:  
{{Sig\_es\_:signer2:signature}} {{userstamp2\_es\_:signer2:stamp}}  
{{N\_es\_:signer2:fullname}}

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## Annexure A: Details of your target cash salary and retirals

### Personal & Confidential

13 Apr 2022

**Name:** Subbanarasa Reddy Puttana

**Grade:** CG60

**Designation:** Architect II

Further to our offer of appointment No: 20220413/PIC/5101058 dated 13 June 2022

you will be entitled to the following perquisites and allowances:

-----  
**Basic (A) :** ..... 1,386,891.57

**House Rental Allowance (B) :** ..... 693,445.79

**Flexi Benefit Plan (C) :** ..... 1,955,935.35

-----  
**Total Guaranteed Cash (D=A+B+C) :** 4,036,272.71

-----  
**Retirals (E)\*\* :** ..... 233,135.3

-----  
**Base Salary (F=E+D) :** ..... ₹4,269,408.00

-----  
**Annual Target Variable Pay (G)\*\*\* :** 630,591.55

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**Total Earning Opportunity (I=F+G) :** 4,900,000

*\*\*Retirals: This includes Company contribution towards Provident Fund (12%) and Gratuity (4.81%). Eligibility of the gratuity payout would be as per the Payment of Gratuity Act, 1972*

*\*\*\*Annual Target Variable Pay : Please refer to Annexure A*

You will be entitled to company provided employee benefits as detailed on the Philips intranet. Please note that the benefits are subject to change and the company reserves the right to review and modify the benefits as it deems fit.

### Defining Your Total Reward Mix

#### 1. COMPENSATION

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### 1.a Base Salary

- Basic Salary: **32.48%** of Base Salary or INR 258,000 (21,500 per month) whichever is higher
- House Rent Allowance (HRA): 50% of Basic Pay
- Retirals: Provident Fund 12% of Basic Pay, Gratuity 4.81% of Basic Pay
- Flexible Benefits Package (FBP)\* : Balancing amount in fixed salary. Available for allocation by employee across FBP elements. Details on FBP are provided below.

### 1.b Variable Pay

- Annual Target Variable Pay (Annual Incentive): The Annual Incentive Target has been fixed at 14.77% of Base Salary. The payout is based on a combination of Philips and Individual.

### Flexible Compensation Plan

- The Flexible Compensation Plan is provided to give more flexibility to employees to choose their allowances/reimbursements as per their individual requirements within the overall compensation.
- Employees have the option of choosing from among the following elements and allocating amount from within the FCP to these elements as per their unique individual requirements.
- Employees would be able to claim monthly reimbursements based on the elements selected. Any unclaimed balance would be paid out at the end of each financial year post deduction of applicable tax.

### Compensation Elements available for selection under Flexible Compensation Plan (FCP)

- **LTA**: Maximum upto 2 month's basic salary
- **Company Car Lease Scheme - EMI Limit** : Company leased car up to available amount i.e. 80% FCP
- **Driver's Salary (Only on CCLS)**: INR 1,80,000 OR INR 1,20,000 (depending upon the corporate grade eligibility)
- **Fuel & Maintenance (Only on CCLS)**: INR 1,50,000
- **National Pension System**: Employees can opt to contribute a part of their fixed pay as employer's contribution to NPS to build a retirement kitty. Contribution to range from minimum 1,000 per annum to max. 10% of basic salary
- **Balance Flexible Compensation**: Balancing Figure in FBP after allocating amounts to elements listed above

### 2. Benefits

We believe that in order for our company to perform at its best, you must be at your best!

We therefore provide you with robust benefits and policies that ensure health work life balance and enable personal and professional development. At the same time, we offer many health & wellness inspired programs that help fuel your winning contributions. Below is an indicative list of all policies, benefits and relevant documents that are applicable to you. Please log on to the HR portal to know in detail about each of the benefits

In case you have further queries, you can search for it using the HR portal search bar or by using the "submit a request" option on the top right corner of the portal.

### Emotional health

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- **Paid time off:** Four weeks' paid time off and ten public holidays each year. We encourage employees to use a minimum of 50% of their paid leaves every year.
- **Paid sick leaves:** Unlimited sick leaves in case of employee being unfit for work due to personal illness or injury.
- **Work from home:** Employees have the flexibility of working from home for up to five days in a month.
- **Flexible work arrangements:** Flex work schedules and compressed workweeks may be availed, depending on business needs and the role.
- **Employee assistance program: (EAP):** Receive free consultation for self and family from experts, coaching, advice and support to address work and/ or personal issues that may be impacting wellbeing
- **Maternity leave:** All women employees at Philips are entitled to fully paid Maternity leave of twenty six weeks.
- **Paternity leave:** Philips Paternity policy enables fathers (including father of a legally adopted child) to provide care to the child, develop an emotional bond and share responsibility with the mother. All male employees can avail a total of eight weeks' of paid paternity leave till the child turns two.

Child adoption is treated as similar to child birth at Philips.

## Career Health

- **Philips University:** Unlimited access to a range of education and learning topics, such as management and functional skills.
- **Higher education policy:** Covers expenses for higher education that will enhance employees' performance in their current roles and facilitate career progression.
- **Experience maps:** To help you successfully navigate your career within Philips. They provide practical suggestions on key experiences for success in diverse roles and how you can obtain the key experiences required for those roles – from learning on the job to learning from others, or through the Philips University.

## Physical health

As part of our benefits strategy, Philips is committed to providing comprehensive benefits choices to meet the needs and lifestyles of our diverse, multigenerational workforce. With this intent , **MyBenefits@Philips** provides you

- More flexibility and choice
- Option to design your own benefits
- Easy online enrollment
- Better support and guidance

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The key idea is to transition from a fixed one size fits all approach to a flexible approach which allows employees choice in designing their own benefits package. MyBenefits@Philips: **Flexible benefit program** where employees can choose their insurance or non-insurance benefits

- Ensuring coverage for all groups – men, women & LGBT, with inclusions for partners, children and parents
- 13 medical plan option with sum insured ranging from 3 to 10 lacs
- Options to choose family structures
- Specially curated women care, children care, elder care plans
- Options to choose non-insurance benefits related physical fitness, lifestyle and professional certifications

### Financial Health

- **Employee stock purchase plan:** For employees to benefit from our Company's success over time. Employees can contribute up to 10% of their annual base salary in a year. A 15% contribution is given by Philips on employee contribution.
- **Company car lease scheme (CCLS):** The CCLS can be opted by the employee as part of the Flexible Compensation Plan (FCP). This policy is to provide car for personal and official use. It also provides for tax benefits under the current income tax laws.
- **Recognition point:** Recognition@Philips is a rewards program that all employees around the world can benefit from. The recognition is awarded through a number of points and employees can spend them on latest Philips products, turn them into a gift voucher, or donate the points to a good cause.
- **Significant life events**
  - Child birth and Marriage gift policy, to celebrate these special moment
  - Long service awards, for career milestones
  - Relocation assistance to new and existing employees for seamless transition

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## **ANNEXURE B**

### **Philips People Services**

13 Apr 2022

20220413/PIC/5101058

### **Mr.Subbanarasa Reddy Puttana**

#A-406, SSVR Tridax Apt, Balagere Road,

Devasthanagalu, Varthur

Bengaluru, Karnataka 560087

India

**Mobile:** 9900505288

**Email:** subbanarasareddy@yahoo.com

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Dear Subbanarasa Reddy,

### **Re : Annual Target Variable Pay**

- You will be eligible to receive an annual target amount of Rs. **630,591.55** per annum towards variable pay, linked to performance at 100% achievement of targets. Please note the actual payout will be prorated for time spent in the year as well as actual achievement of performance targets. The payout eligibility, calculations and mechanism would be as per the prevailing plan design for the year.
- For qualifying, it is imperative that you remain on the rolls of the Company till 31st March of that year and there is no system of pro-rata payment in the subsequent years.
- At any point of time an employee would be covered under one variable pay plan.
- The variable pay element might be subject to revision and/or can be amended from time to time.

Thanking You!

Yours truly,

**for Philips India Limited**

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**Annexure C: Sign on Bonus**

13 Apr 2022

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Bengaluru, Karnataka 560087  
India

**Mobile:** 9900505288

**Email:** subbanarasareddy@yahoo.com

Dear Subbanarasa Reddy,

This is with reference to our offer letter **20220413/PIC/5101058** dated **13 Apr 2022** and subsequent discussions, we are pleased to inform that, you will be eligible for one time Joining Bonus of Rs. 300,000.00/- subject to joining us, on or before **13 June 2022**.

The payment is subject to tax as per Income tax rules.

**Important to note:** In the event of your resignation from the services of our organization within **24** months of your joining, you will be required to repay this amount in full.

We look forward to having you on board at the earliest.

Yours faithfully,

**for Philips India Limited**

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## UNDERTAKING

In consideration of my acceptance of employment with Philips India Limited, (hereinafter referred to as "Company / Philips") during the period of employment and in consideration of salary paid to me, I agree:

- That during the course of my employment, I understand that I shall have access to and be in possession of assorted confidential and proprietary information in relation to Company's products and processes. This information may relate to various aspects, including but not limited to, business strategies, marketing and sales information; organizational information; financial information including accounting records; banking information; dealings with regulatory agencies; IT infrastructure, network architecture; customer pricing, customer's information including but not limited to banking records, passwords, health information; tax status and strategies; records of employee's performance metrics and compensation information; vendor information; intellectual property including but not limited to inventions, patents, copyrights, knowhow, trade secrets and publications; and any other information that may be specifically classified by Company as **"Confidential" or the confidential nature of which may be deemed to be known to me {collectively referred to as "Confidential Information"}**.
- That Confidential Information is extremely critical to Company for its business and I undertake that I shall, at all times during the term of my employment with Company and thereafter, hold in strictest confidence, and not use or divulge to any person, any Confidential Information or part thereof, belonging to or relating to Company or any of its clients, that I may have access to. In addition to the aforesaid, I hereby undertake that I will not either willfully or through any other act, omission or negligence, share, distribute or disclose any Confidential Information to any person other than those permitted by Company either through the written or the spoken word, which may affect Company's interests. I understand specifically that publication of Company information by me, either through the written or the spoken word, including but not limited to submission of articles and other information to scientific or other journals or conference proceedings, presentations in public forum, postings on blogs or other uploads to public internet websites, which may affect Company's interests, require the prior written approval of Company.
- Notwithstanding the aforesaid, I agree and undertake that I shall, on becoming aware of any breach of Confidential Information or part thereof, as contemplated hereunder, immediately inform Company of the breach.
- I agree that in consideration for the benefits accruing to me by virtue of my employment with Company, all intellectual property, including but not limited to patents, copyrights, trade secrets, trademarks, designs, computer software or business models, {collectively referred to as **Intellectual Property**}, developed or created by me during the term of my employment with Company shall be the sole and exclusive Intellectual Property of Company as "work for hire". Without prejudice to the above, it is agreed that this Agreement shall operate as a perpetual, worldwide written assignment in favour of Company of any right, title or interest that I may have in respect of such Intellectual Property. During the term of my employment, or within a period 6 (six) months from the date of termination of my employment, I undertake to inform Company of all my activities during the term of my employment with the Company that might give rise, in India or elsewhere, to industrial or Intellectual Property rights. I shall not challenge any application filed by the Company for obtaining intellectual property rights in this regard and shall provide all necessary support and documents to the Company for the said purpose.

Philips India Limited (formerly "Philips Electronics India Limited")  
Philips Innovation Campus

Manyata Tech Park, Nagavara  
Bangalore – 560045, INDIA  
CIN No. U31902WB1930PLC006663  
Tel: +91 80 41890000  
Fax: +91 80 41891000

Registered Office:  
3rd floor, Tower A, DLF IT Park, 08  
Major Arterial Road, New Town (Rajarhat),  
Kolkata - 700156  
www.philips.com  
www.bangalore.philips.com



- I agree not to disclose or utilize in my work any proprietary information of others (including that of any prior employers) or any inventions or innovations of my own which are not included within the scope of this undertaking.
- I agree that at the time of termination of my employment, I will return to Company, and will not keep in my possession, recreate or deliver to anyone else, any and all Confidential Information belonging to Company and/or its clients and all copies thereof in my possession or under my control.
- I understand and agree that I am fully aware of Due Diligence Process which is a mandatory process for screening all external / third party agencies which Company is required to monitor before continuing / starting the business with them. I undertake to do all the steps required, if applicable, to my division, including but not limited to filling of Standard Data Request Form (SDRF), Request for Questionnaire (RFQ) along with all other steps required to be completed for Internal and External Screening for Distributors / Agents / Suppliers / Consultants or any other third party dealing either directly or indirectly with any semi Government or Government body and agree to adhere to all the actions to be followed by me as per the Due Diligence Process.
- I understand and agree that I am fully dedicated to proper fulfillment of my job and will avoid any real or potential **conflict of my personal or business activities and financial Interests** with that of Company. I shall not involve myself in any commercial engagement outside Company and any financial interest (direct or indirect such as via a family member or acquaintance) which could give rise to a conflict of interest and shall promptly disclose the same in writing to next level of management and the respective GBP Compliance Officer. I also agree not to use Confidential Information other than in the course of performing the services as an employee of Company or to derive any personal gain from Confidential Information
- In the event of any failure on my part in complying with the terms hereunder, I agree and undertake that I shall at all times, hereafter keep Company fully indemnified against any losses, damages or claims of any nature whatsoever arising directly or indirectly from a breach of the terms of this undertaking by me.
- I have read and understood the Code of Conduct, General Business Principles, available on Philips intranet site at <https://intranet.philips.com/Pages/General-Business-Principles-Review-Committee.aspx> and briefly tabulated herein below. I agree to adhere and abide by them and I understand that any failure to do so may result in termination of my contract.

### **General Business Principles**

<http://pww.ethics.philips.com/>

Integrity at work

Integrity in the market

Professional integrity outside work

Living the Philips General Business Principles

### **GBP Principles and GBP Directives**

- General commitment: Labor standard and Human Rights.

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- Commitment towards shareholders: Export control and sanction/ Health and safety.
- Commitment towards customers: Gifts / Payment to third parties.
- Commitment towards employees: Engagement outside Philips / Employees and employment conditions.
- Commitment towards suppliers/business partners: Bribery and illegal payment/ Dealing with government parties and politician.
- Protecting Assets and Information: Money laundering/ Antitrust.
- Business Integrity/ Observance of the General Business Principles: Protection of Information and use of information and communication assets/ Advertising/ Privacy and data protection.
- Financial Code of Ethics / Supply Management Code of Ethics / Whistleblower Policy.

This document supersedes any other document signed between Philips and the undersigned in relation to the subject matter hereof. This may not be modified or terminated, either partially or wholly written authorization signed by an Authorized Signatory of Company.

*"I hereby agree that I have read and understood the terms and conditions of the aforesaid Undertaking as also the repercussions of the breach thereof. I further confirm that a copy of this undertaking duly signed by me has been retained with me for my record."*

**For Philips India Limited**

{{Sig\_es\_:signer1:signature}} {{userstamp1\_es\_:signer1:stamp}}

{{N\_es\_:signer1:fullname}}

{{\*Ttl1\_es\_:signer1:string(maxlen=50)}}

**Philips India Limited**

**Accepted By:**

{{Sig\_es\_:signer2:signature}} {{userstamp2\_es\_:signer2:stamp}}

{{N\_es\_:signer2:fullname}}

Employee ID /SC No. : {{CandidateidSCno\_es\_:signer2}}

Dated : {{Dte\_es\_:signer2:date}}

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