

Date - 10-Dec-2021

Dear Saswata Mishra (40029)

Sub: Changes in the terms of employment.

It is our constant endeavor to keep our policies and practices in sync with the market. As part of it we have made a minor modification to the terms of employment. The following modification will become part of your employment term signed by you on your joining day and will become effective date of this addendum date.

Notice Period: Following text will replace Notice Period Clause in its totality.

During probation, your employment can be terminated with ninety days' notice or payment of 'Basic Salary' (the 'Basic Salary' that is mentioned in the salary break-up sheet) in lieu of the notice period on either side.

After completion of probationary period and confirmation of employment, if you voluntarily resign from the services of the Company, you will be required to give ninety days' advance written notice or 'Basic Salary' in lieu of the notice period subject to the Company's discretion. In the event of you having any incomplete work assignment, the Company will have the discretion to relieve you only at the end of the ninety days' notice period. Similarly, the Company may terminate your employment by giving you ninety days' notice or 'Basic Salary' in lieu of notice period.

The Company can terminate your service without any notice period and without paying the salary in lieu of notice period, in case your employment is terminated on the grounds of

- (i) Breach of confidentiality or IP related obligations
- (ii) Violation of law
- (iii) Gross misconduct
- (iv) Material breach of Company policy, on your part. In such event, the Company will not be liable to make payment in lieu of notice period.

In case the last day of your employment falls on a non-working day, your last day of employment shall be the immediate previous working day.

Other terms and conditions of the employment remain same.

Sincerely

For Persistent System Limited



Sameer Bendre
Chief People Officer

Acceptance by Employee

Digitally accepted by
Saswata Mishra (40029)
on 03 Dec 2021 18:46:00:000