



NWM Services India Private Limited

Registered Office: CE Serviced Offices Pvt Ltd, Level 1, Tower A, Building No. 10, Phase III, DLF Cyber City, Gurugram, Haryana, India 122002

Telephone: +91 124 4790000

Email: india.services@rbs.com

Corporate Identity Number
U72900HR2018FTC073296

Human Resources

STRICTLY PRIVATE & CONFIDENTIAL

TERMS AND CONDITIONS OF EMPLOYMENT CONTRACT

This contract of employment (hereinafter referred to as "this Contract") executed on 17 Mar, 2020 between:

EMPLOYER: NWM Services India Private Limited ("the Company", "we" or "our"), having its Registered Office at CE Serviced Offices Pvt Ltd, Level 1, Tower A, Building No. 10, Phase III, DLF Cyber City, Gurugram, Haryana, India 122002 a subsidiary undertaking / member of The Royal Bank of Scotland Group of companies.

EMPLOYEE: Zeeshan Akhter ("you"), residing at 3621/P, Gurgaon, 122017

Throughout this Contract The Royal Bank of Scotland Group is referred to as the "Group", a company in the Group is referred to as "Group Company" and includes The Royal Bank of Scotland Group Plc and any subsidiaries and associated companies, including but not limited to the Company.

Issue Date: 17 Mar, 2020

SDS01 - Start Date: Your employment will begin no later than 20 Apr, 2020 ("Start Date").

JTS01 - Job Title

Within NatWest Markets, your Job Title is Quantitative Development Analyst B6.

And Corporate Title is Analyst.

The Company reserves the right to unilaterally amend/ revise these titles for any business purposes, at its sole discretion.



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JTS01.1 - You may be required to undertake other reasonable duties from time to time, for the Company and any Group Company. The Group reserves the right to second you or transfer you to any Group Company and any suitable alternative position reasonably within your capabilities, according to business requirements of the Group on a temporary or permanent basis. You will not refuse to carry out any assignment solely on the grounds that it has not been part of your usual duties during your employment. You will also not be entitled to any additional compensation for carrying out any job which, in the opinion of the management, is equivalent to the job you have been assigned earlier.

JTS01.2 - Whilst you are employed by the Company, you must not undertake any other employment, whether paid or unpaid, or engage or be involved or interested, whether directly or indirectly, in any other business or organisation (either during or outside your working hours), unless you have obtained our prior written consent.

LNS01 - Location

LNS01.1 - Your Work Location will be Gurugram. We may, at our discretion, require you to (temporarily or permanently) work at or transfer to different work premises.

LNS01.2 - You acknowledge and agree that your employment with the Company may be seconded or transferred to another company within the Group (as may be determined by the Company) in accordance with applicable policies. You shall execute all documents necessary or desirable to effect such transfer.

PPS01 - Probationary Period

PPS01.1 - The first six months of your employment shall be a probationary period. Details of the arrangements which apply during probation are on the Group's intranet.

PPS01.2 - If your standard of performance, attendance or conduct is unsatisfactory at any time during this period, you may be dismissed without reference to our disciplinary procedure. We may, at our discretion, extend your probationary period.

IPS01 - Integrity and Professionalism

IPS01.1 - This offer of employment is contingent upon the successful completion of the Pre Employment Screening (PES) process which is part of the background screening conducted by the Group. PES



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includes but is not limited to verification of your employment history and qualifications.

IPS01.2 - The Group may withdraw this offer of employment (if applicable) or terminate your employment if the result of any background screening check (which may be conducted at any time prior to or during your employment) or act on your part demonstrates (at the discretion of the Group) that you will not be able to carry out the inherent requirements of your employment to the Group's standards of integrity and professionalism.

HWS01 - Hours of Work

- 1.1 - Your normal hours will be 45 hours each week. Our working week runs Monday to Sunday. Your manager will allocate your working days and times.
- 1.2 - We have the right to vary the number of hours, days and times which you work to meet the needs of the business. If this happens you will be given reasonable notice.
- 1.3 - You will be required to work the hours necessary to fulfil the responsibilities of your role.

RMS01 - Remuneration:

- 1.1 - The entitlements of your total reward are subject to any Company policy, procedure or guideline that may be issued from time to time. All perquisites and benefits including reimbursements are subject to income tax provisions which may be applicable including taxation on perquisite value.
- 1.2 - Your remuneration package includes the Total Fixed Pay of INR 1,250,000. Please refer to the enclosed Annexure 1 to see the Total Fixed Pay breakup.
- 1.3 - Your pay Total Fixed Pay will have three core components:
 - 1.3.1 - Salary – This includes Basic and Supplementary allowance.
 - 1.3.2 - Benefit Funding – This is the value provided towards benefits like HRA, LTA, Telephone reimbursement, Meal card etc.
 - 1.3.3 - Retirement Funding – This is the value provided towards Retirement benefits like Provident Fund, National Pension System (NPS) etc.
- 1.4 - Other Benefits (in addition to the Total Fixed Pay) provided by the Company are Hospitalization Insurance Cover, Life Insurance Cover, Statutory Bonus, ESIC Contribution, Gratuity and such other benefits as per applicable law. These benefits are as per applicable law & the Company / Group policy. You will find more information on the Group's intranet.



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PAS01 - Performance Award

PAS01.1 - The Company may consider you for a discretionary bonus/ award under such share/ incentive plans/ bonus scheme as are implemented subject to the sole discretion of the Company from time to time. Any such bonus/ award will be subject to the rules of the relevant plans and the terms of the Company's remuneration policy as amended from time to time, as well as any bonus/ award letters and statements subsequently issued.

PAS01.2 - Any bonus/ awards made to you will be discretionary and will not form part of your contractual pay. In addition, such bonuses/ awards will be conditional on sustainable performance within acceptable risk parameters and will be subject to forfeiture, reduction and recovery in accordance with the rules of the relevant plans/ schemes and related policies, the Company's remuneration policy and all relevant regulatory requirements, recommendations and rules as amended from time to time.

PAS01.3 - The exercise of discretion to make a bonus/ award to you in one financial year or other period will not bind the Company or act as a precedent for the exercise of discretion or the grant or payout of any bonus/ award or bonus/ award amount at any other time.

PAS01.4 - If, on or before the date when a bonus/ award might otherwise have been granted, your employment has terminated or either party has given notice under these terms and conditions to terminate your employment, you will have no entitlement to be considered for a bonus/ award.

PAS01.5 - The Company reserve the right to change the rules of any share/ incentive plan (or bonus scheme if applicable), or to cancel such plan/ scheme, at any time without prior notice. In the event of any conflict, the rules of any relevant plan/ scheme (as amended from time to time) shall take precedence over these terms and conditions.

RTS01 - Retirement

RTS01.1 - Subject to any applicable law, the normal retirement age is 60.

LVS01 - Annual Leave and Public Holidays

LVS01.1 - Your annual leave entitlement will be in accordance with the Company's Leave policy and guidelines. You may be required to take part of your annual leave as compliance leave, in accordance

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with applicable policy.

LVS01.2 - Additional days are given each year for public holidays and we will let you know when they are. We reserve the right to ask you to work on a public holiday.

LVS01.3 - If you join or leave during a leave year, your annual leave entitlement in respect of that year will be adjusted accordingly. When your employment ends, any accrued annual leave pay due to you for that leave year will be calculated based on your Total Fixed Pay.

LVS01.4 - Full details of the policy regarding annual leave and holidays are available on the Group's intranet or from your line manager.

CNS01 -Confidentiality

CNS01.1 - "Confidential Information" is knowledge about the commercial affairs and business transactions of the Company and the Group, including, but not limited to, information about the customers, clients, employees, suppliers (whether former, actual or potential), Group contracts, pricing structures, financial and marketing details, terms of business, proposed transactions, premises, assets, internal communications, Intellectual Property, technical systems, data, designs, formulae, product lines, projects, operational procedures, research activities, negotiating position, forward planning, technical and product developments, accounts, finances, computer software and general know-how of the Company or any company of the Group.

CNS01.2 - Confidential Information also includes, without limitation:

CNS01.2.1 - information relating directly or indirectly to particular securities or issuers thereof (both Group companies and third parties) and which would, if generally available, be likely to have an effect on the price of such securities or related investments ("Price-Sensitive Information");

CNS01.2.2 - any information contained in documents marked "confidential" or documents of a higher security classification and other information which, because of its nature or the circumstances in which you receive it, you should reasonably consider to be confidential; and

CNS01.2.3 - confidential information (howsoever obtained) about or provided by any third party received during the course of or as a result of your employment by the Group.

CNS01.3 - You agree you shall at all times observe secrecy in respect of all the affairs of the Group of which you become aware as a result of your employment and in particular you will keep confidential:

CNS01.3.1 - all information relating to the Group's customers including their identity, their accounts and the details of all Group products or policies held by them.

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CNS01.3.2 - all the actual or proposed transactions of the Group with its customers, suppliers, advisers, regulators and other business connections; and

CNS01.3.3 - all data belonging to, or held by, the Group whether stored electronically or otherwise and all Confidential Information of the Group.

CNS01.4 - Subject to the need to use or disclose Confidential Information in the proper performance of your duties to the Group, you agree that you will not at any time, whether on your own behalf or in any capacity on behalf of any other person, firm, company or organisation, disclose, reveal, cause the publication of or otherwise make use of any such Confidential Information whether for your personal gain or otherwise and you will not make any direct or indirect detrimental or derogatory references to the Group, its directors or employees in any form, including on the internet (for example making any such references in any on-line diary, typically known as "blogging").

CNS01.5 - You acknowledge and understand that:

CNS01.5.1 - maintaining absolute confidentiality is crucial to the Group whose business depends upon the discretion of employees and contracted personnel;

CNS01.5.2 - a breach of this undertaking of confidentiality will be regarded as a serious disciplinary matter and may, if committed while you are employed by the Company result in disciplinary action being taken against you up to and including dismissal without notice and/or criminal proceedings;

CNS01.5.3 - this obligation of secrecy will apply to all the Group's business and will remain in full force and effect even after you have left the service of, or ceased working within, the Group;

CNS01.5.4 - the obligation of secrecy will apply unless you have express written consent from the Group to disclose the Confidential Information or you are required to do so by law or the information is already in the public domain, other than by way of unauthorised use or disclosure.

CNS01.6 - The restrictions outlined in this clause do not apply to any disclosure which you are required to make by law, or to the use or disclosure of information which is already within the public domain through no fault of your own or action on your part, or to a disclosure which constitutes a protected disclosure within the meaning of applicable public interest disclosure legislation.

CNS01.7 - Without prejudice to the foregoing, any disclosure by you of information relating to your pay and remuneration and any and all increments, bonuses and other fringe benefits incidental thereto provided to you by the Company, to any person, including another employee of the Company, will be viewed as a serious breach of your terms of employment and will be dealt with accordingly. Disclosure of such confidential information to your immediate family, tax and legal advisors on a need to know basis will not be a violation of this clause.



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CNS01.8 - The obligations under this clause shall survive after the expiry or termination of this Contract for any reason.

DPS01 - Data Protection & Privacy

DPS01.1 - You shall at all times during your employment with the Company act in accordance with the Company's Privacy & Client Confidentiality Policy and any data protection, privacy and client confidentiality policies, procedures and accountabilities as amended from time to time and any applicable local privacy law. Breach of this undertaking could lead to disciplinary action.

DPS01.2 - By signing this Contract, you acknowledge and agree that we are permitted to collect and hold personal information or data (PI) about you as part of our personnel and other business records and that the Group may use such PI for the purpose of conducting background checks, administering your employment and other purposes directly related to your employment.

DPS01.3 - You consent that we may disclose such PI to third parties in the event that such disclosure is in our view required for any business or legal requirement or the proper administration of employment and other matters directly related to your employment. This clause applies to PI collected, held, used or disclosed in any medium.

DPS01.4 - The Employee Privacy Notice contains detailed information about how we process your personal information, including how we process your sensitive personal information, disclosures of your personal information to third parties (such as suppliers or credit reference agencies), intra group sharing of personal information and international transfers of your personal information.

DPS01.5 - For further information, please refer to the relevant policies, which is available on the Group's intranet or from your line manager.

PNS01 - Period of Notice and Termination

PNS01.1 - You or the Company may terminate your employment by giving the other party written notice as follows:

PNS01.1.1 - At any time during your probationary period: 30 calendar days;

PNS01.1.2 - After completion of your probationary period: 90 calendar days.

PNS01.2 - The Company reserves the right to make a payment in lieu of notice (prorated monthly equivalent of Total Fixed Pay)



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PNS01.3 - The Company may terminate your employment summarily without notice (or payment in lieu of notice) in the event of gross misconduct or a serious breach of your employment obligations.

PNS01.4 - The Company, at any time during your notice period (whether notice is given by you or by us), and in its absolute discretion, (i) alter your duties or (ii) instruct you to remain away from work on garden leave ("Garden Leave").

PNS01.5 - While you are on Garden Leave:

PNS01.5.1 - you must be available for work, although we are not obliged to provide you with any work;

PNS01.5.2 - you will continue to receive your reference salary and any benefits (where payable) under this Contract, but no discretionary and performance related awards or incentive payments will accrue during this period as you will not be carrying out your normal duties;

PNS01.5.3 - you must not, without the Company's prior consent:

(a) attend the office premises of the Company or any Group Company;

(b) remove any documents or property from the Company or any Group Company;

(c) work for any other person or entity other than the Company or undertake any other business;

PNS01.5.4 - you may not contact or attempt to contact without our prior written consent, any client, customer, agent, professional adviser, broker or other employee of the Company or the Group (except your line manager); and

PNS01.5.5 - you remain an employee and continue to be bound by all duties as an employee of the Company (including but not limited to your duty of fidelity and good faith to the Company, which will apply in full and to the same extent as existed prior to the Garden Leave), as well as all employment terms and conditions, subject to the above.

RPS01 - Return of Property

RPS01.1 - When your employment ends (or earlier on demand by the Company) you are required to return all Confidential Information, and all Group property and equipment in an acceptable condition.

RCS01 - Restrictive Covenants

RCS01.1 - For the purposes of this clause:

RCS01.1.1 - 'Termination Date' means the date of termination of your employment with the Company for whatever reason;

RCS01.1.2 - 'Confidential Information' has the meaning given to it in the Confidentiality clause in this

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Contract;

RCS01.1.3 - 'Business' means those parts of the business carried on at the Termination Date by the Company or any other Group Company with which you were involved to a material extent at any time during the Relevant Period;

RCS01.1.4 - "Restricted Period" means the period of six months commencing on the Termination Date, less any period immediately prior to the Termination Date, which you have been required by the Company to spend on Garden Leave;

RCS01.1.5 - 'Relevant Period' means:

(a) if you are placed on Garden Leave, the period of 12 months prior to the commencement of Garden Leave; or

(b) if you are not placed on Garden Leave, the period of 12 months prior to the Termination Date (or, if not employed for 12 months, the duration of the Employment);

RCS01.1.6 - "Customer" means any person, firm, company or organisation or other entity who or which, at any time during the Relevant Period, (i) was a customer or client of the Company or (ii) has had negotiations or discussions about the supply or about products or services supplied or provided by the Company or any other Group Company and:

(a) with whom or which, during the Relevant Period, you had business dealings, negotiations or discussions, in the course of your employment; or

(b) in relation to whom or which you are, by reason of your employment, in possession of any trade secrets or Confidential Information;

RCS01.1.7 - 'Relevant Third Party' means any person, firm, company, organisation or other entity who or which, at any time during the Relevant Period, was an investor with or an exclusive supplier to the Company or any Group Company (other than a supplier of utilities and goods or services for administrative purposes) and:

(a) with whom or which, during the Relevant Period, you had business dealings in the course of your employment; or

(b) in relation to whom or which you are, by reason of your employment, in possession of any trade secrets or Confidential Information.

RCS01.1.8 - "Relevant Person" means any person with whom you had been in contact with during the Relevant Period and who was at the Termination Date (i) a director of the Company or any other Group Company or (ii) an employee of the Company or any other Group Company at grade level B, C, D, E or F or (iii) a consultant of the Company or any other Group Company.



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RCS01.2 - You agree, as separate and independent obligations, that during the Restricted Period you will not without the written consent of the Company which shall not be unreasonably withheld or delayed, directly or indirectly, either on your own behalf or for, with, through or on behalf of any other person, firm, organisation, company or other entity:

RCS01.2.1 - in competition with the Business, (i) solicit, or entice away or endeavour to solicit, or entice away the custom or business of any Customer from the Company or any other Group Company or (ii) interfere adversely with or endeavour to interfere adversely with the Company's or any other Group Company's relationship with any Customer;

RCS01.2.2 - in competition with the Business, do any business with, accept orders from, or have any business dealings with any Customer;

RCS01.2.3 - cause or endeavour to cause any Relevant Third Party to either cease investing in or doing business with the Company or any other Group Company or to materially alter the terms of its investment in or on which it transacts business with the Company or any Group Company in a manner detrimental to the Company or any other Group Company;

RCS01.2.4 - solicit, induce or endeavour to solicit or induce any Relevant Person to cease working for or providing services to the Company or any other Group Company, whether or not any such Relevant Person would thereby commit a breach of contract; or

RCS01.2.5 - employ or otherwise engage or attempt to employ or otherwise engage in any business in competition with the Business, any Relevant Person, whether or not any such Relevant Person would thereby commit a breach of contract.

RCS01.3 - You further agree that you shall not, following the termination of your employment with the Company represent yourself or hold yourself out as being in any way connected with the business of the Company or any other Group Company.

RCS01.4 - You acknowledge and agree that :

RCS01.4.1 - the Restrictions are considered by the parties to be reasonable in all the circumstances;

RCS01.4.2 - the duration and extent of each of the Restrictions are no greater than necessary for the protection of the Company's legitimate commercial interests and/or those of any other Group Company;

RCS01.4.3 - if any of the Restrictions by itself, or taken together with any of the others, is found to be void or unenforceable, but would be valid if some part of it were deleted or modified, such Restriction shall apply with such modification as may be necessary to make it valid and effective; and

RCS01.4.4 - the Restrictions are separate and severable and enforceable as such, so that if any Restriction is determined as being unenforceable in whole or in part for any reason, that shall not affect



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the enforceability of any of the remaining Restrictions or, in the case of part of a Restriction being unenforceable, of the remainder of that Restriction.

RCS01.5 - Any benefit given or deemed to be given by you to any other Group Company under the terms of this clause is received and held on trust by the Company for the relevant Group Company. You hereby agree to enter into appropriate restrictive covenants of a similar scope and duration to the Restrictions directly with any other Group Company if requested to do so by the Company.

RBS01 - Receipt of Payments and Benefits from Third Parties

RBS01.1 - Subject to any written regulations issued by the Group which may be applicable, neither you nor any member of your family, nor any company or business entity in which you or they have an interest, are entitled to receive or obtain directly or indirectly any payment, discount, rebate, commission or other benefit from third parties in respect of any business transacted (whether or not) by you or on behalf of the Group or any associated company and if you, any member of your family or any company or business entity in which you or they have an interest, directly or indirectly obtain any such payment, discount, rebate, commission or other benefit you will forthwith account to the Group or the relevant associated company for the amount received or the value of the benefit so obtained.

POS01 - Policies and Procedures

POS01.1 - The Group has adopted a number of employment and business policies and procedures. You must comply with the Group's policies and procedures (as amended, removed or replaced from time to time), including the Code of Conduct.

POS01.2 - You will have access to all of the Group policies and procedures including the Code of Conduct, on the Group's intranet site or from your line manager. You must familiarise yourself with them and you agree to be bound by them.

POS01.3 - We reserve the right to change existing policies and procedures or introduce new ones from time to time. Information about new policies and procedures or changes to existing ones including the Code of Conduct will be communicated through the Group's intranet and/or employee communications.

POS01.4 - Disciplinary procedures or any other applicable procedures in the circumstances may be implemented for failure to comply with the Group's policies and procedures up to and including dismissal.



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RNS01 - Regulatory Requirements

RNS01.1 - It is a condition of your appointment and your continued employment that you satisfy (and continue to satisfy) all relevant requirements, qualifications, recommendations, rules and regulations, as amended from time to time (including any such requirements, recommendations, rules and regulations regarding handover arrangements), of (i) any regulatory body whose consent or approval is required for you to undertake (or continue to undertake) your duties; (ii) the UK Listing Authority; (iii) all other regulatory authorities relevant to the Company and / or the Group; and (iv) any internal policies and procedures of the Company and / or the Group (including the Code of Conduct) to the extent these are issued or implemented pursuant to regulatory requirements.

SNS01 - Standards, Qualifications and Assessments

SNS01.1 - You are required to attain any standards and qualifications and / or pass any assessments and / or training (whether internal or external) considered necessary by the Company and / or the Group to meet any requirements imposed on it / them including those imposed by a regulatory authority from time to time. You will be provided with details of such standards and requirements separately. Failure to meet these standards may result in disciplinary action being taken against you, up to and including dismissal.

SRS01 - Staff Dealing Rules

SRS01.1 - You must comply with the Staff Dealing Rules and should familiarise yourself with them by reading the Personal Account Dealing Policy. Full details can also be obtained from your country Compliance Department.

INS01 - Intellectual Property

INS01.1 - For the purposes of this clause and the Confidentiality clause, "Intellectual Property" means patents, rights to inventions, trademarks, service mark, registered designs (including applications for and rights to apply for any of them), unregistered design right, trade or business names, domain names, rights in get-up, rights in goodwill or to sue for passing off, unfair competition rights, copyright and related rights, rights in computer software, database rights, topography rights, rights in Confidential Information (including know-how and trade secrets) and any similar rights which may now or in the future exist in any



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country in the world.

INS01.2 - Subject to the provisions of applicable local legislation, all Intellectual Property generated by you during your employment will on its creation be automatically owned by the Company. You will co-operate fully, and do all acts required (at the Company's expense), to assign Intellectual Property with full title guarantee to the Company or any other member of the Group as directed. You hereby irrevocably appoint the Company to act as your attorney for the purposes of securing grant and ownership of the Intellectual Property. You also agree to do nothing, during or after your employment, to affect the validity of any Intellectual Property. You agree to waive all moral rights in any Intellectual Property, whether conferred by statute or otherwise.

INS01.3 - The Company may delegate its rights and/or obligations under this clause to a Group Company or other nominee. Rights and obligations in this clause shall survive termination of your employment for any reason.

IAS01 - Information, Assets and Systems

IAS01.1 - When you join us you may have access to phones, e-mail, the Group's intranet, internet and other equipment and systems. These form part of our IT and communication systems and you will be required to use them in accordance with the policies relating to them. We may implement our disciplinary procedure if you fail to comply with them and in certain circumstances, this could amount to gross misconduct leading to dismissal. You should refer to the Code of Conduct and the Group Policy Standards for further information on these policies.

DRS01 - Deductions from Remuneration

DRS01.1 - The Group may deduct from your remuneration any overpayment made to you, any benefits including leave overtaken by you or amounts owed by you to the Group, to the extent permitted by law.

DRS01.2 - You also hereby agree, by signing this Contract, that the Group may debit your bank account, if necessary, after the effective date of the termination of your employment, for any overpayment in the final Annual Gross Remuneration Package payment that may occur, to which you are not entitled. You will be advised of the amount debited.

TXS01 - Taxes



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TXS01.1 - You will be solely responsible for declaring and paying all taxes to the income tax authorities due on payments made and benefits provided to you by the Group. The Company shall deduct any statutory dues/taxes from amounts paid to you, as per applicable laws.

TES01 - Changes to your Terms of Employment

TES01.1 - We reserve the right to make reasonable changes to any of your terms and conditions of employment. We will inform you of changes by way of a general notice to all employees through the Group's intranet or by other means of employee communication.

TES01.2 - In relation to the benefits (not being a statutory benefit) referred to in this Contract, we reserve the right to withdraw or alter their terms without notice at any time. We will exercise reasonable discretion if we change the benefits or exclude you from them.

WRS01 - Warranty

WRS01.1 - You represent and warrant that you are not subject to any agreement, arrangement, contract, understanding, court order or otherwise, which in any way directly or indirectly restricts or prohibits you from fully performing the duties of your employment, or any of them, in accordance with the terms and conditions of this Contract.

GLS01 - Governing Law

GLS01.1 - The interpretation and enforcement of this Contract shall be governed by and construed in all respects in accordance with the laws of India and the parties submit themselves to the exclusive jurisdiction of the courts located in the state in which you render your services to the Company.

WAS01- Whole Agreement

WAS01.1 - These terms and conditions supersede any previous agreement, whether oral or in writing, between you and the Company or any other Group Company in relation to the matters dealt herein and represent the entire agreement between you and the Company.

JIS01 - Joining Instruction



NWM Services India Private
Limited

Registered Office: CE Serviced
Offices Pvt Ltd, Level 1, Tower
A, Building No. 10, Phase III,
DLF Cyber City, Gurugram,
Haryana, India 122002

Telephone: +91 124 4790000

Email: india.services@rbs.com

Corporate Identity Number
U72900HR2018FTC073296

JIS01.1 - You need to submit all the desired documents as enumerated by the recruiter, at the time of joining. However, if for some reason you are unable to submit it on the Start Date, i.e. day of joining, a self-declaration shall be required in this regard. You will indicate the timeframe by when these documents can be submitted.

This Contract is valid subject to you reporting to work on your Start Date failing which your appointment stands withdrawn.

Please indicate your acceptance of these terms and conditions by signing the duplicate copy of this Contract and returning it to the Company on your Start Date.

Dexter Almeida

Dexter Almeida (Mar 20, 2020)

Signature

Signed for and on behalf of NWM Services India Private Limited
on 17 Mar, 2020

India Authoriser Name

I, the undersigned, have read and agree to be bound by the terms and conditions of employment specified or referred to in this contract. I understand that the Company may vary the terms and conditions of employment from time to time.

Zeeshan
Akhter

Candidate Name

Zeeshan Akhter

17 Mar, 2020

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Private and Confidential

17 Mar, 2020

Zeeshan Akhter

Annexure 1: Total Fixed Pay Break-up

This is with reference to the Remuneration clause of the Terms & Condition of Employment letter dated 17 Mar, 2020 issued to you. Please see below the detailed breakup of your Total Fixed Pay:

Components of Total Fixed Pay (TFP)

Salary (Basic & Supplementary Allowances) - 562,500 Amount (INR per annum)

Basic: 500,000 (INR per annum)

Supplementary Allowance: 62,500(INR per annum)

Basic: 41,667 (INR per month)

Supplementary Allowance: 5,208(INR per month)

Benefits Funding (Benefits selected through RBS Portal) - 562,500 Amount (INR per annum)

HRA and other Benefits as per policy : 562,500(INR per annum)

HRA and other Benefits as per policy : 46,875(INR per month)

Retirement Funding (Retirement plan options selected through RBS Portal) - 125,000 Amount (INR per annum)

Provident Fund: 60,000 (INR per annum)

Other Retiral Benefits as per Policy: 65,000 (INR per annum)

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Provident Fund: 5,000 (INR per month)

Other Retiral Benefits as per Policy: 5,417 (INR per month)

Total Fixed Pay: 1,250,000

Note:

- 1) Benefit Funding – This is the value provided towards benefit like HRA, LTA, Telephone Reimbursement, Meal card, etc.
- 2) Retirement Funding – This is the value provided towards Retirement benefits like Provident Fund, National Pension System (NPS) etc.
- 3) Unutilized value from Benefit Funding and Retirement Funding will be paid through payroll.
- 4) All benefits enumerated are subjected to specific rules governing its operations.
- 5) The corresponding Income Tax liability has been excluded from these calculations.

Dexter Almeida
Dexter Almeida (Mar 20, 2020)

Signature
Signed for and on behalf of NWM Services India Private Limited
on 17 Mar, 2020
India Authoriser Name



The Royal Bank of Scotland

NWM Services India Private
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*Zeeshan
Akhter*

Candidate Name

Zeeshan Akhter

17 Mar, 2020



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