

20 May 2021

**AKHILESH A R
PRESIDENCY UNIVERSITY
BANGALORE**

Dear AKHILESH A R

Welcome to the Chola family!

We are extremely delighted to offer you the position of **Insurance Trainee** at **CHOLA PEOPLE AND MARKETING SERVICES PRIVATE LIMITED** part of the Murugappa Group.

The duration of the Traineeship will be one year. Your assimilation into our system depends on your enthusiasm to bring your learning into your specified role, your willingness to experiment with your learning and a desire to learn. During this period, we will provide you training exposure to a set of functions within the organisation and also to undertake specific assignments across locations.

Your annual Cost to Company would be Rs. 3.5 Lakhs, details of which are appended in the Annexure- I.

The exact date and place of training and placement will be communicated to you in due course.

Please sign and return the duplicate copy of this letter. Your appointment is subject to your background verification and medical fitness and your successful completion of your Academic Degree in April / May 2021.

Please review the list of mandatory documents related to your identity, address proof and education qualifications provided in the Annexure - II of this document and you are requested to send them to us at the earliest.

We look forward to meeting you soon and trust that your association with the Murugappa Group will be a mutually beneficial one.

**Yours faithfully,
For CHOLA PEOPLE AND MARKETING SERVICES PRIVATE LIMITED**



Authorized Signatory

ACCEPTANCE OF OFFER

I hereby declare that I accept this Offer Letter

SIGNATURE

Contact:	Landline:	Mobile:
	Email ID:	Emergency Contact: (Name & Mobile no)

CHOLA PEOPLE AND MARKETING SERVICES PRIVATE LIMITED
(Formerly known as Chola People Services Private Limited.)
Dare House, II Floor, NSC Bose Road, Parrys, Chennai-600 001.
Phone No: +91 (0)44 4044 5400 | Fax No: +91 (0)44 4044 5550
CIN: U74999TN2016PTC111207 | PAN:AAGCC5481J | GSTIN:33AAGCC5481J1ZJ



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Annexure - I

Name	AKHILESH A R	
Grade	GRT	
Designation	INSURANCE TRAINEE	
Location	BANGALORE	
Particulars	Our Offer - Per Month (Rs.)	Our Offer - Per Annum (Rs.)
Basic	10500	126000
House Rent Allowance	5250	63000
Conveyance Allowance	1600	19200
Sales / Other Allowance	7100	85200
Gross salary	24450	293400
Retention Bonus	2917	35000
Employer PF	1800	21600
Annual CTC	29167	350000
Business Related Expenses	Monthly BRE to be paid based on your grade & location eligibility, after deployment at the location	
(**) Retention Bonus is payable after completion of one year of service.		
You will also be eligible for incentives amount up to Rs 3,00,000/- Per annum based on the productivity and incentive schemes applicable to your role. You will be eligible for the incentive schemes after completion of six months.		
Note that pre-employment training cost, if any and as may be incurred by the Company, for training given to you shall be reimbursed by you in the event of you leaving the services of the Company within 12 months of date of joining. Also, please note that any such reimbursement as mentioned herein shall be done by way of adjustment against your final settlement amount, and in case of any excess still to be reimbursed, you shall settle the same before the last working date.		
Other Benefits:		
Group Mediclaim Insurance: You will covered under the Group Health Insurance Policy of the company for Rs.1,25,000/-.		
Group Term Life Insurance: 50 times monthly gross salary or Rs.2 Crores, whichever is lesser.		
Group Personal Accident Insurance: Rs.5,00,000/-.		
(*) - Incentive is paid based on your performance with respect to your applicable scheme and is inclusive of Bonus (as Applicable) payable under the payment of Bonus Act.		
Note: Please do not disclose the salary with anybody other than the under signed.		

For CHOLA PEOPLE AND MARKETING SERVICES PRIVATE LIMITED



Authorized Signatory

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REGISTRAR
 PRESIDENCY UNIVERSITY
 BANGALORE

Annexure – II

List of Mandatory Documents to be provided

Documents	Remarks
AADHAR	Aadhar Card should reflect the Full Date of Birth
PAN	Minimum the PAN number, acknowledgment copy not accepted. If PAN is not there candidate to apply online / apply duplicate.
KYC (Photo and Address Proof)	1. Driving Licence 2. Passport 3. Voter ID
Education documents	1. 10 th Standard Pass certificate and Mark Sheet 2. 12th Standard Pass certificate and Mark Sheet 3. Final marksheet / Previous semester Marksheet for Graduation / Post Graduation

20 May 2021

**SRIVATSA B S
PRESIDENCY UNIVERSITY
BANGALORE**

Dear SRIVATSA B S

Welcome to the Chola family!

We are extremely delighted to offer you the position of **Insurance Trainee** at **CHOLA PEOPLE AND MARKETING SERVICES PRIVATE LIMITED** part of the Murugappa Group.

The duration of the Traineeship will be one year. Your assimilation into our system depends on your enthusiasm to bring your learning into your specified role, your willingness to experiment with your learning and a desire to learn. During this period, we will provide you training exposure to a set of functions within the organisation and also to undertake specific assignments across locations.

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For CHOLA PEOPLE AND MARKETING SERVICES PRIVATE LIMITED**



Authorized Signatory

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REGISTRAR


Annexure - I

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Grade	GRT	
Designation	INSURANCE TRAINEE	
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Particulars	Our Offer - Per Month (Rs.)	Our Offer - Per Annum (Rs.)
Basic	10500	126000
House Rent Allowance	5250	63000
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Sales / Other Allowance	7100	85200
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Business Related Expenses	Monthly BRE to be paid based on your grade & location eligibility, after deployment at the location	
(**) Retention Bonus is payable after completion of one year of service.		
You will also be eligible for incentives amount up to Rs 3,00,000/- Per annum based on the productivity and incentive schemes applicable to your role. You will be eligible for the incentive schemes after completion of six months.		
Note that pre-employment training cost, if any and as may be incurred by the Company, for training given to you shall be reimbursed by you in the event of you leaving the services of the Company within 12 months of date of joining. Also, please note that any such reimbursement as mentioned herein shall be done by way of adjustment against your final settlement amount, and in case of any excess still to be reimbursed, you shall settle the same before the last working date.		
Other Benefits:		
Group Mediclaim Insurance: You will covered under the Group Health Insurance Policy of the company for Rs.1,25,000/-.		
Group Term Life Insurance: 50 times monthly gross salary or Rs.2 Crores, whichever is lesser.		
Group Personal Accident Insurance: Rs.5,00,000/-.		
(*) - Incentive is paid based on your performance with respect to your applicable scheme and is inclusive of Bonus (as Applicable) payable under the payment of Bonus Act.		
Note: Please do not disclose the salary with anybody other than the under signed.		

For CHOLA PEOPLE AND MARKETING SERVICES PRIVATE LIMITED



Authorized Signatory

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 BANGALORE

Annexure – II

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Education documents	1. 10 th Standard Pass certificate and Mark Sheet 2. 12th Standard Pass certificate and Mark Sheet 3. Final marksheet / Previous semester Marksheet for Graduation / Post Graduation

20 May 2021

**CHANDANA B
PRESIDENCY UNIVERSITY
BANGALORE**

Dear CHANDANA B

Welcome to the Chola family!

We are extremely delighted to offer you the position of **Insurance Trainee** at **CHOLA PEOPLE AND MARKETING SERVICES PRIVATE LIMITED** part of the Murugappa Group.

The duration of the Traineeship will be one year. Your assimilation into our system depends on your enthusiasm to bring your learning into your specified role, your willingness to experiment with your learning and a desire to learn. During this period, we will provide you training exposure to a set of functions within the organisation and also to undertake specific assignments across locations.

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Authorized Signatory

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REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Annexure - I

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Grade	GRT	
Designation	INSURANCE TRAINEE	
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Other Benefits:		
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Click Labs Pvt Ltd.
Plot No-16, IT Park,
Sector-22,Panchkula
Haryana-134109.India



Offer Letter

Date: 2021-06-23

Dear ADITHYA S A

Greetings!!!

We are pleased to appoint you in the services of Click Labs Pvt. Ltd. on the terms and conditions detailed in this letter.

Your designation shall be **Sales Intern**.

Further details are as follows:

Department: Sales

Stipend per month: INR 15 K

Internship/Training Period: 3 Months

PPO after internship/training period: INR 3.5 LPA - 6 LPA

Date of Joining: 1 July , 2021

You are requested to provide acceptance within two days after receiving this offer letter, or else the same will be revoked after the said timelines.

Along with the acceptance to this mail, please share the the scanned copy of the following documents:

- 10th Certificate
- ID Proof (Aadhar card/Passport/Voter Card)
- Passport Size Photograph
- Resignation acceptance letter/mail or Experience letter if any

If you have any queries, feel free to get in touch with us at:

Priyanka Kaura - +91-7009815009

Ayush Oberai - +91-8146573212

Alka - 8699357361

Maryem Anane - +33-762684831

Please use this link to connect with us on your joining day at 10:15 am : <https://meet.google.com/pbb-zmio-wmy>

*Please remember, this is only an offer and can be revoked by the Company, subject to background verification of your credentials, past employer reference check and salary details. This offer is in conformity with appropriate legislation, in particular the Indian Contract Act, wherein we hold an absolute right of revocation. We extend this offer based upon your verbal representations regarding the above mentioned.

We look forward to your long and fruitful career association with our organisation.

If you decide to join us, 'Welcome to Click Labs Pvt. Ltd. !'

Regards

Click Labs Pvt. Ltd.



Click Labs Pvt Ltd.
Plot No-16, IT Park,
Sector-22,Panchkula
Haryana-134109.India



Offer Letter

Date: 2021-06-23

Dear ABDU SAMEEH AG

Greetings!!!

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Your designation shall be **Sales Intern**.

Further details are as follows:

Department: Sales

Stipend per month: INR 15 K

Internship/Training Period: 3 Months

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Regards

Click Labs Pvt. Ltd.



Click Labs Pvt Ltd.
Plot No-16, IT Park,
Sector-22,Panchkula
Haryana-134109.India



Offer Letter

Date: 2021-06-23

Dear DODDI SIREESHA

Greetings!!!

We are pleased to appoint you in the services of Click Labs Pvt. Ltd. on the terms and conditions detailed in this letter.

Your designation shall be **Sales Intern**.

Further details are as follows:

Department: Sales

Stipend per month: INR 15 K

Internship/Training Period: 3 Months

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Date of Joining: 1 July , 2021

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Regards

Click Labs Pvt. Ltd.



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Haryana-134109.India



Offer Letter

Date: 2021-06-23

Dear PREETHI L

Greetings!!!

We are pleased to appoint you in the services of Click Labs Pvt. Ltd. on the terms and conditions detailed in this letter.

Your designation shall be **Sales Intern**.

Further details are as follows:

Department: Sales

Stipend per month: INR 15 K

Internship/Training Period: 3 Months

PPO after internship/training period: INR 3.5 LPA - 6 LPA

Date of Joining: 1 July , 2021

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Regards

Click Labs Pvt. Ltd.



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Haryana-134109.India



Offer Letter

Date: 2021-06-23

Dear SRINIVAS D N

Greetings!!!

We are pleased to appoint you in the services of Click Labs Pvt. Ltd. on the terms and conditions detailed in this letter.

Your designation shall be **Sales Intern**.

Further details are as follows:

Department: Sales

Stipend per month: INR 15 K

Internship/Training Period: 3 Months

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Offer Letter

Date: 2021-06-23

Dear KRISHNA REDDY S N

Greetings!!!

We are pleased to appoint you in the services of Click Labs Pvt. Ltd. on the terms and conditions detailed in this letter.

Your designation shall be **Sales Intern**.

Further details are as follows:

Department: Sales

Stipend per month: INR 15 K

Internship/Training Period: 3 Months

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Date of Joining: 1 July , 2021

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Offer Letter

Date: 2021-06-23

Dear SANJAY KUMAR DN

Greetings!!!

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Offer Letter

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Dear SARAGADAM TEJA KUMAR

Greetings!!!

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Dear HEMANTH KUMAR C

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Stipend per month: INR 15 K

Internship/Training Period: 3 Months

PPO after internship/training period: INR 3.5 LPA - 6 LPA

Date of Joining: 1 July , 2021

You are requested to provide acceptance within two days after receiving this offer letter, or else the same will be revoked after the said timelines.

Along with the acceptance to this mail, please share the the scanned copy of the following documents:

- 10th Certificate
- ID Proof (Aadhar card/Passport/Voter Card)
- Passport Size Photograph
- Resignation acceptance letter/mail or Experience letter if any

If you have any queries, feel free to get in touch with us at:

Priyanka Kaura - +91-7009815009

Ayush Oberai - +91-8146573212

Alka - 8699357361

Maryem Anane - +33-762684831

Please use this link to connect with us on your joining day at 10:15 am : <https://meet.google.com/pbb-zmio-wmy>

*Please remember, this is only an offer and can be revoked by the Company, subject to background verification of your credentials, past employer reference check and salary details. This offer is in conformity with appropriate legislation, in particular the Indian Contract Act, wherein we hold an absolute right of revocation. We extend this offer based upon your verbal representations regarding the above mentioned.

We look forward to your long and fruitful career association with our organisation.

If you decide to join us, 'Welcome to Click Labs Pvt. Ltd. !'

Regards

Click Labs Pvt. Ltd.



Click Labs Pvt Ltd.
Plot No-16, IT Park,
Sector-22,Panchkula
Haryana-134109.India



Offer Letter

Date: 2021-06-23

Dear DARSHAN B S

Greetings!!!

We are pleased to appoint you in the services of Click Labs Pvt. Ltd. on the terms and conditions detailed in this letter.

Your designation shall be **Sales Intern**.

Further details are as follows:

Department: Sales

Stipend per month: INR 15 K

Internship/Training Period: 3 Months

PPO after internship/training period: INR 3.5 LPA - 6 LPA

Date of Joining: 1 July , 2021

You are requested to provide acceptance within two days after receiving this offer letter, or else the same will be revoked after the said timelines.

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Regards

Click Labs Pvt. Ltd.



Click Labs Pvt Ltd.
Plot No-16, IT Park,
Sector-22,Panchkula
Haryana-134109.India



Offer Letter

Date: 2021-06-23

Dear ARUN KUMAR T

Greetings!!!

We are pleased to appoint you in the services of Click Labs Pvt. Ltd. on the terms and conditions detailed in this letter.

Your designation shall be **Sales Intern**.

Further details are as follows:

Department: Sales

Stipend per month: INR 15 K

Internship/Training Period: 3 Months

PPO after internship/training period: INR 3.5 LPA - 6 LPA

Date of Joining: 1 July , 2021

You are requested to provide acceptance within two days after receiving this offer letter, or else the same will be revoked after the said timelines.

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- ID Proof (Aadhar card/Passport/Voter Card)
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If you have any queries, feel free to get in touch with us at:

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We look forward to your long and fruitful career association with our organisation.

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Regards

Click Labs Pvt. Ltd.



Click Labs Pvt Ltd.
Plot No-16, IT Park,
Sector-22,Panchkula
Haryana-134109.India



Offer Letter

Date: 2021-06-23

Dear SHANKAR REDDY

Greetings!!!

We are pleased to appoint you in the services of Click Labs Pvt. Ltd. on the terms and conditions detailed in this letter.

Your designation shall be **Sales Intern**.

Further details are as follows:

Department: Sales

Stipend per month: INR 15 K

Internship/Training Period: 3 Months

PPO after internship/training period: INR 3.5 LPA - 6 LPA

Date of Joining: 1 July , 2021

You are requested to provide acceptance within two days after receiving this offer letter, or else the same will be revoked after the said timelines.

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- Passport Size Photograph
- Resignation acceptance letter/mail or Experience letter if any

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We look forward to your long and fruitful career association with our organisation.

If you decide to join us, 'Welcome to Click Labs Pvt. Ltd. !'

Regards

Click Labs Pvt. Ltd.



Click Labs Pvt Ltd.
Plot No-16, IT Park,
Sector-22,Panchkula
Haryana-134109.India



Offer Letter

Date: 2021-06-23

Dear ABHIKUMAR N

Greetings!!!

We are pleased to appoint you in the services of Click Labs Pvt. Ltd. on the terms and conditions detailed in this letter.

Your designation shall be **Sales Intern**.

Further details are as follows:

Department: Sales

Stipend per month: INR 15 K

Internship/Training Period: 3 Months

PPO after internship/training period: INR 3.5 LPA - 6 LPA

Date of Joining: 1 July , 2021

You are requested to provide acceptance within two days after receiving this offer letter, or else the same will be revoked after the said timelines.

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If you decide to join us, 'Welcome to Click Labs Pvt. Ltd. !'

Regards

Click Labs Pvt. Ltd.



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Plot No-16, IT Park,
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Haryana-134109.India



Offer Letter

Date: 2021-06-23

Dear B SAI VEERATEJAS

Greetings!!!

We are pleased to appoint you in the services of Click Labs Pvt. Ltd. on the terms and conditions detailed in this letter.

Your designation shall be **Sales Intern**.

Further details are as follows:

Department: Sales

Stipend per month: INR 15 K

Internship/Training Period: 3 Months

PPO after internship/training period: INR 3.5 LPA - 6 LPA

Date of Joining: 1 July , 2021

You are requested to provide acceptance within two days after receiving this offer letter, or else the same will be revoked after the said timelines.

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- ID Proof (Aadhar card/Passport/Voter Card)
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We look forward to your long and fruitful career association with our organisation.

If you decide to join us, 'Welcome to Click Labs Pvt. Ltd. !'

Regards

Click Labs Pvt. Ltd.



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Plot No-16, IT Park,
Sector-22,Panchkula
Haryana-134109.India



Offer Letter

Date: 2021-06-23

Dear BHARATH D

Greetings!!!

We are pleased to appoint you in the services of Click Labs Pvt. Ltd. on the terms and conditions detailed in this letter.

Your designation shall be **Sales Intern**.

Further details are as follows:

Department: Sales

Stipend per month: INR 15 K

Internship/Training Period: 3 Months

PPO after internship/training period: INR 3.5 LPA - 6 LPA

Date of Joining: 1 July , 2021

You are requested to provide acceptance within two days after receiving this offer letter, or else the same will be revoked after the said timelines.

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We look forward to your long and fruitful career association with our organisation.

If you decide to join us, 'Welcome to Click Labs Pvt. Ltd. !'

Regards

Click Labs Pvt. Ltd.





23rd November 2020

LETTER OF APPOINTMENT

To,
DARSHAN B

Subject: Appointment for the Job Title of Business Development Executive.

With reference to your interview with the Climber Knowledge and Careers Private Limited (“**Employer**”), we are pleased to inform you that you, Mr./Ms. DARSHAN B (“**Employee**”), have been Selected for the Job Title of “Business Development Executive” in our Company, upon Terms as laid down below:

1. Joining Date

The Employee shall commence employment with the Employer as per discussion you will report to the Company and the joining date will be shortly communicated by the company.

2. Documents and Information

2.1. The Employee shall, on the Joining Date, submit his / her 10th and 12th standard Original Mark Sheets and the same shall be under the custody and possession of the Employer until Termination of employment for any reason whatsoever.

2.2. The Employee understands that if, during the Term of the Employment Contract, he / she requires the said Original Mark Sheets from the Employer for any reason whatsoever, the Employee shall make arrangements to submit an alternative Original Document as required by the Employer and only then such Mark Sheets shall be released by the Employer.

2.3. The Employee shall disclose to the Employer any illegal acts committed by him / her before joining employment and / or any civil / criminal litigation pending against him / her.

3. Employment Contract and its Term

The Employee shall execute an Employment Contract with the Employer for a period of one year, hereinafter referred to as the “Term”, and the said Employment Contract shall be in consonance with the Terms of this Letter of Appointment.

4. Job Title and Description

4.1. The Employee shall be appointed for the Job Title of “**Business Development Executive**”, subject to change, promotion, or relegation to the satisfaction of and with prior notice from the Employer.


REGISTRAR




4.2. The Responsibilities and Duties of the Employee as Business Development Executive shall be as follows –

4.2.1. Recruitment and Training of Campus Ambassadors from Universities across the country – Our Campus Ambassadorships are the largest in India, with a presence in more than 800 plus Colleges. To make sure MyCaptain expands into more and more Colleges / Schools, you are supposed to recruit, train and build the Campus Ambassadors to spread MyCaptain’s Passion Revolution!

4.2.2. Partnering with Universities / Colleges and Schools to drive MyCaptain programs –

We also partner with Colleges and Schools for Offline and Online learning experiences. We conduct events, boot camps, competitions, and build ton, for brilliant learning experiences. You will play a pivotal role in organizing, conducting and managing such partnerships and collaborations.

4.2.3. Effective follow up with inbound and outbound lead calls, making presentation of prospects and closing the sales.

4.2.4. Market Research –

Market research is an essential part of your recruiting and training Campus Ambassadors from Universities across the Country. This is where you understand what the Students of that city are passionate about, and how to fill the gap between the jobs they are looking for and the skills that they need for the same.

4.2.5. Leading Expansions in New Markets –

Expanding into newer Colleges / Universities / Schools to achieve deeper Market penetration in specific cities. This is done by conducting Market research, recruiting and training campus ambassadors, and helping Market MyCaptain in those cities/colleges.

4.2.6. Continuous improvement on conversion rates by fine-tuning of sales pitches, cross-selling, upselling, and understanding prospect - product fit.

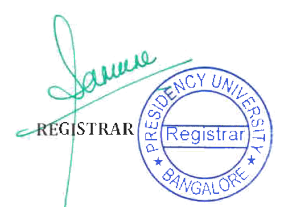
4.3. The Employee undertakes to perform the aforementioned Responsibilities and Duties with diligence, promptness and to the best of his / her skills.

4.4. The Employee also undertakes to perform all such tasks required to be performed during the course of performance of the aforementioned responsibilities and duties.

4.5. The Employee also undertakes to perform all such tasks that are reasonably expected and instructed by the Employer during the course of his / her employment.

5. Training Period

The Employee shall be under the training period for a period of 3 months (three months) from the Joining Date, hereinafter referred to as the “Training Period”. The company reserves the right to terminate the tenure of the job upon performance or behavioral grounds.





During the training/probationary period for matters related to discipline or performance, the Company reserves the right to take action in accordance with the policy of the company. The salary during the months of probation will solely be dependent on performance.

6. Place of Work

6.1. The Employee's primary place of work shall be at the office of the Employer situated at 3rd Floor, Classic Arena, Hosur Road, Singasandra, Bangalore.

6.2. The Employee may, if such need arises, be required to attend meetings, follow-ups and service-issues at places required by the Clients of the Employer.

6.3. The Employee may, if such need arises, be required to take along with himself / herself the assigned work for completion, either in cases of emergency or in case of failure of the Employee to complete such work within stipulated deadlines.

7. Time of Work

The Employee shall be required to work at the aforesaid place of work for 6 Business Days in a month, i.e. from Monday to Saturday, starting from 11:30 AM to 8:30 PM, however, if such need arises, he shall be required to work for additional hours and / or days beyond such Business Days and time, upon such requirement and authorization by the Employer.

8. Remuneration

8.1. The Employee shall receive a monthly remuneration **upto Rs. 18,000/- (Rupees eighteen thousand only)** performance based during the Training Period.

8.2. After the Training Period, the Employee shall receive a monthly remuneration on the basis of his / her performance under the category of **Business Development Executive G3 and promoted to Business Development Executive G2, and Business Development Executive G1** , as illustrated under **Annexure A**, annexed hereto.

8.3. The Employee understands that the above mentioned Remuneration shall be subject to incentives or deductions on the basis of performance of the Employee, at the discretion of the Employer not subject to any challenge or dispute.

9. Benefits

9.1. The Employee shall be entitled to benefits as required by the law and shall further be entitled to discretionary benefits as offered by the Employer as per the prevailing benefits offered at the relevant time.

9.2. The Employee understands that the benefits offered by law and / or by the Employer shall be subject to change without any prior notice.





10. Compensation

10.1. The Employee shall be entitled to compensation as prescribed under the law prevailing at the relevant time.

10.2. The Employee however understands that no compensation shall be payable for the loss(es) incurred by the Employee arising out of his / her own action or omission causing such loss(es).

10.3. The Employee further understands that the Employer shall not be liable to compensate the Employee for any loss(es) caused due to action or omission on the part of Co-Employee(s), Client(s) of the Employer and / or any Person not authorized by the Employer.

11. Leave and Holidays

11.1. The Employee shall, after the Training Period is over and until Termination of the Employee, be entitled to receive 12 Paid Leaves in each calendar year.

11.2. Commencing from the Joining Date and continuing until the date of Termination, for each calendar year, the Employee shall be entitled to 12 Sick Leaves during the year.

11.3. The Employee shall be entitled to redeem only 1 Sick Leave in one month out of the aforesaid 12 Sick Leaves.

11.4. The Employee may be granted more than 1 Sick Leave in one month owing to unforeseen circumstances like physical / mental incapacity, health requirements or otherwise, only at the discretion of the Employer and subject to submission of a valid Medical Certificate by the Employee.

11.5. The Employee understands that the grant of such Paid Leave or Sick Leave, in all circumstances, rests at the sole discretion of the Employer not subject to any challenge or dispute.

11.6. The Employee shall be entitled to holiday on National Holidays only.

12. Retention

12.1. The Employee understands that the Employer shall take efforts, engage resources, and spend time on development and training of the Employee while in employment with the Employer and undertakes to remain in employment with the Employer for a minimum period of one year starting from the Joining Date, hereinafter referred to as the "Retention Period".

12.2. The Employee understands that if the Employee is not able to remain in employment for the Retention Period and is required to terminate employment before such Period for any unforeseen circumstances, the Employee shall be required to propose termination by serving the Notice Period of three months as laid down in Clause 17, failing which, the Employee shall be liable for payment of penalty to the Employer in the form of last three month's Remuneration payable within 7 days of such violation of Retention Period.



12.3. The Employee furthermore understands that violation of Clause 12.2 shall give every right to the Employer to get the penalty as prescribed in Clause 12.2 executed, so also to seek Redressal of such misconduct from the subsequent Employer of the Employee and further to take such civil / criminal action prescribed in law against the Employee.

12.4. The Employer may, at discretion and / or upon imposing of penalty as deemed fit upon the Employee, permit revival of employment subject to such terms and Retention Clause as deemed fit by the Employer.

13. Conflict of Interest

13.1. The Employee, during the course of his / her employment with the Employer, shall not, directly or indirectly, participate / engage / enter into or cause to participate / engage / enter into any transaction / business arrangement or promise of transaction / business arrangement, with any such person or entity having or likely to have interests similar to or likely to be similar to that of the Employer, without written consent of the Employer.

13.2. The Employee understands that during the course of his / her employment with the Employer, any business opportunity, demand for service or offer of interest similar to or likely to be similar to that of the interests of the Employer coming to the attention of the Employee shall be considered as business opportunity, demand for service or offer of interest to the Employer.

14. Non-disclosure and Confidentiality

14.1. Confidential information (“Confidential Information”) shall mean and include any information disclosed by the Employer to the Employee, any information relating to its Intellectual Property, Software(s), Database Structure(s), Source Code(s), Source Repositories, Documentation, Manual(s), Company Internet Accounts, Trade Secret(s), Business Model(s), Price(s), Negotiations(s), Client(s), Client(s) Records, Staff(s), Person(s) and / or Entity(s) concerned with the Employer, Accounting Record(s), Report(s), Status Report(s), technical and non-technical information, communications and transactions between the Employer and any Person and / Or Entity, and any other information which the Employer states to be confidential or which appears to be confidential by its nature in the normal course of prudence, although not marked as confidential.

14.2. The Employee understands that the employment with the Employer shall permit him / her a close contact with the Confidential Information of the Employer, and agrees that it is necessary to protect the legitimate business interests along with the rights accruing therefrom of the Employer.

14.3. The Confidential Information shall remain under the ownership and authority of the Employer, and any disclosure of the same shall not amount to grant of any right to the Employee over the Confidential Information.

14.4. The Employee thus undertakes not to disclose or cause to disclose such Confidential Information, directly or indirectly, in any manner whatsoever, to any Person and / or Entity without written consent of the Employer.

15. Non-competition, non-solicitation and non-harassment

15.1. The Employee covenants not to have been engaged in any other employment, business activity or arrangement of any nature whatsoever, whether written or oral, while engaged with the Employer that might interfere with the performance of duties for the Employer or cause a conflict of interest with the interests of the Employer.

15.2. The Employee also undertakes not to indulge in any trade or profession competitive to the nature of engagement with the Employer and to the aims and objectives of the Employer during the period of engagement with the Employer, and for a further period of 9 months after the Termination thereof, regardless of the reason for such Termination.

15.3. The Employee also undertakes that during the period of employment with the Employer and for 9 months after the Termination thereof, regardless of the reason for such Termination, he / she shall not solicit or attempt to solicit, directly or indirectly, any of the Customers, Customer Prospects, Vendors, Employees, Agents or any person(s) whatsoever related to the Employer of business of the Employer.

15.4. The Employee also undertakes that during the period of employment with the Employer and even after the Termination thereof, regardless of the reason for such Termination, he / she shall not harass or attempt to harass, directly or indirectly, any of the Customers, Customer Prospects, Vendors, Employees, Agents or any person(s) whatsoever related to the Employer of business of the Employer.

16. Liabilities

The Employee shall be liable for his / her actions and / or omissions causing any loss / damage to the Employer or any Person and / or Entity.

17. Termination

17.1. The Employer may, upon just cause, terminate employment with the Employee without Notice or as may be permitted by law.

17.2. The Employee may, upon such just cause and upon serving the Employer with due Notice of three months, propose to terminate employment with the Employer.

17.3. During the aforesaid Notice period, the Employee shall fulfill all his / her responsibilities and shall smoothly handover the same to the Employer as per the requirement and instructions of the Employer.

17.4. The Employer may require the Employee to train and develop a replacement of the Employee prior to termination of his / her employment and the Employee shall be bound to accomplish the same.

Branch Office: Bengaluru
Climber Knowledge and Careers Pvt. Ltd,
Third Floor, Classic Arena Hosur Rd,
AECS Layout- A Block, Singasandra,
Bengaluru, Karnataka- 560068
CIN: U93000MH2016PTC273870

support@mycaptain.in
1800 121 676767



17.5. The Employer and Employee both understand that execution of duties and obligations on either part shall not cease or be affected in any manner whatsoever upon service of Notice for termination till the date of actual termination of said employment.

18. Disputes Redressal

Any dispute arising out of or in connection with the employment of the Employee shall be intimated by disputing Party to the other Party for amicable resolution within subsequent 15 days, and if such dispute is not so resolved, the disputing Party shall be entitled to initiate Arbitration proceedings in that regard upon serving the other Party with a Notice of 15 days, and the Employer shall accordingly appoint sole Arbitrator to govern the Arbitral Tribunal at Bangalore, India, as per the Indian Arbitration and Conciliation Act, 1996, for resolution of such dispute.

With the above terms and conditions, kindly give us your acceptance. We hope you have a great learning experience with us.

For the Climber Knowledge and Careers Private Limited,

Anush Ramachandran,
Operations Manager.

I, DARSHAN B _____ have received this Letter of Appointment and I hereby accept aforesaid Terms of this Letter of Appointment.

Bangalore.

Dated: _____

Name & Signature



ANNEXURE A

Business Development Executive G3		
Components	Per month (INR)	Annual (INR)
Base Salary	16,000/-	1,92,000/-
House Rent Allowance (HRA)	5,000/-	60,000/-
Other allowance including flexible components	1,000/-	12,000/-
Performance based Incentive (Variable)	upto 8,000/-	upto 96,000/-
Fixed compensation (In Hand)	22,000/-	2,64,000/-
Cost to Company (CTC)		3,20,000/- to 3,60,000/-

Business Development Executive G2		
Components	Per month (INR)	Annual (INR)
Base Salary	19,440/-	2,33,280/-
House Rent Allowance (HRA)	6,210/-	74,520/-
Other allowance including flexible components	1,350/-	16,200/-
Performance based Incentive (Variable)	upto 6,333/-	upto 76,000/-
Fixed compensation (In Hand)	27,000/-	3,24,000/-
Cost to Company (CTC)		3,60,000/- to 4,00,000/-

Business Development Executive G1		
Components	Per month (INR)	Annual (INR)
Base Salary	22,600/-	2,71,200/-
House Rent Allowance (HRA)	6,900/-	82,800/-
Other allowance including flexible components	2,500/-	30,000/-
Performance based Incentive (Variable)	upto 7,500/-	upto 90,000/-
Fixed compensation (In Hand)	32,000/-	3,84,000/-
Cost to Company (CTC)		4,00,000/- to 4,50,000/-



23rd November 2020

LETTER OF APPOINTMENT

To,
ATHITH K V

Subject: Appointment for the Job Title of Business Development Executive.

With reference to your interview with the Climber Knowledge and Careers Private Limited (“**Employer**”), we are pleased to inform you that you, Mr./Ms. ATHITH K V (“**Employee**”), have been Selected for the Job Title of “Business Development Executive” in our Company, upon Terms as laid down below:

1. Joining Date

The Employee shall commence employment with the Employer as per discussion you will report to the Company and the joining date will be shortly communicated by the company.

2. Documents and Information

2.1. The Employee shall, on the Joining Date, submit his / her 10th and 12th standard Original Mark Sheets and the same shall be under the custody and possession of the Employer until Termination of employment for any reason whatsoever.

2.2. The Employee understands that if, during the Term of the Employment Contract, he / she requires the said Original Mark Sheets from the Employer for any reason whatsoever, the Employee shall make arrangements to submit an alternative Original Document as required by the Employer and only then such Mark Sheets shall be released by the Employer.

2.3. The Employee shall disclose to the Employer any illegal acts committed by him / her before joining employment and / or any civil / criminal litigation pending against him / her.

3. Employment Contract and its Term

The Employee shall execute an Employment Contract with the Employer for a period of one year, hereinafter referred to as the “Term”, and the said Employment Contract shall be in consonance with the Terms of this Letter of Appointment.

4. Job Title and Description

4.1. The Employee shall be appointed for the Job Title of “**Business Development Executive**”, subject to change, promotion, or relegation to the satisfaction of and with prior notice from the Employer.


REGISTRAR




4.2. The Responsibilities and Duties of the Employee as Business Development Executive shall be as follows –

4.2.1. Recruitment and Training of Campus Ambassadors from Universities across the country – Our Campus Ambassadorships are the largest in India, with a presence in more than 800 plus Colleges. To make sure MyCaptain expands into more and more Colleges / Schools, you are supposed to recruit, train and build the Campus Ambassadors to spread MyCaptain’s Passion Revolution!

4.2.2. Partnering with Universities / Colleges and Schools to drive MyCaptain programs –

We also partner with Colleges and Schools for Offline and Online learning experiences. We conduct events, boot camps, competitions, and build ton, for brilliant learning experiences. You will play a pivotal role in organizing, conducting and managing such partnerships and collaborations.

4.2.3. Effective follow up with inbound and outbound lead calls, making presentation of prospects and closing the sales.

4.2.4. Market Research –

Market research is an essential part of your recruiting and training Campus Ambassadors from Universities across the Country. This is where you understand what the Students of that city are passionate about, and how to fill the gap between the jobs they are looking for and the skills that they need for the same.

4.2.5. Leading Expansions in New Markets –

Expanding into newer Colleges / Universities / Schools to achieve deeper Market penetration in specific cities. This is done by conducting Market research, recruiting and training campus ambassadors, and helping Market MyCaptain in those cities/colleges.

4.2.6. Continuous improvement on conversion rates by fine-tuning of sales pitches, cross-selling, upselling, and understanding prospect - product fit.

4.3. The Employee undertakes to perform the aforementioned Responsibilities and Duties with diligence, promptness and to the best of his / her skills.

4.4. The Employee also undertakes to perform all such tasks required to be performed during the course of performance of the aforementioned responsibilities and duties.

4.5. The Employee also undertakes to perform all such tasks that are reasonably expected and instructed by the Employer during the course of his / her employment.

5. Training Period

The Employee shall be under the training period for a period of 3 months (three months) from the Joining Date, hereinafter referred to as the “Training Period”. The company reserves the right to terminate the tenure of the job upon performance or behavioral grounds.





During the training/probationary period for matters related to discipline or performance, the Company reserves the right to take action in accordance with the policy of the company. The salary during the months of probation will solely be dependent on performance.

6. Place of Work

6.1. The Employee's primary place of work shall be at the office of the Employer situated at 3rd Floor, Classic Arena, Hosur Road, Singasandra, Bangalore.

6.2. The Employee may, if such need arises, be required to attend meetings, follow-ups and service-issues at places required by the Clients of the Employer.

6.3. The Employee may, if such need arises, be required to take along with himself / herself the assigned work for completion, either in cases of emergency or in case of failure of the Employee to complete such work within stipulated deadlines.

7. Time of Work

The Employee shall be required to work at the aforesaid place of work for 6 Business Days in a month, i.e. from Monday to Saturday, starting from 11:30 AM to 8:30 PM, however, if such need arises, he shall be required to work for additional hours and / or days beyond such Business Days and time, upon such requirement and authorization by the Employer.

8. Remuneration

8.1. The Employee shall receive a monthly remuneration **upto Rs. 18,000/- (Rupees eighteen thousand only)** performance based during the Training Period.

8.2. After the Training Period, the Employee shall receive a monthly remuneration on the basis of his / her performance under the category of **Business Development Executive G3 and promoted to Business Development Executive G2, and Business Development Executive G1** , as illustrated under **Annexure A**, annexed hereto.

8.3. The Employee understands that the above mentioned Remuneration shall be subject to incentives or deductions on the basis of performance of the Employee, at the discretion of the Employer not subject to any challenge or dispute.

9. Benefits

9.1. The Employee shall be entitled to benefits as required by the law and shall further be entitled to discretionary benefits as offered by the Employer as per the prevailing benefits offered at the relevant time.

9.2. The Employee understands that the benefits offered by law and / or by the Employer shall be subject to change without any prior notice.





10. Compensation

10.1. The Employee shall be entitled to compensation as prescribed under the law prevailing at the relevant time.

10.2. The Employee however understands that no compensation shall be payable for the loss(es) incurred by the Employee arising out of his / her own action or omission causing such loss(es).

10.3. The Employee further understands that the Employer shall not be liable to compensate the Employee for any loss(es) caused due to action or omission on the part of Co-Employee(s), Client(s) of the Employer and / or any Person not authorized by the Employer.

11. Leave and Holidays

11.1. The Employee shall, after the Training Period is over and until Termination of the Employee, be entitled to receive 12 Paid Leaves in each calendar year.

11.2. Commencing from the Joining Date and continuing until the date of Termination, for each calendar year, the Employee shall be entitled to 12 Sick Leaves during the year.

11.3. The Employee shall be entitled to redeem only 1 Sick Leave in one month out of the aforesaid 12 Sick Leaves.

11.4. The Employee may be granted more than 1 Sick Leave in one month owing to unforeseen circumstances like physical / mental incapacity, health requirements or otherwise, only at the discretion of the Employer and subject to submission of a valid Medical Certificate by the Employee.

11.5. The Employee understands that the grant of such Paid Leave or Sick Leave, in all circumstances, rests at the sole discretion of the Employer not subject to any challenge or dispute.

11.6. The Employee shall be entitled to holiday on National Holidays only.

12. Retention

12.1. The Employee understands that the Employer shall take efforts, engage resources, and spend time on development and training of the Employee while in employment with the Employer and undertakes to remain in employment with the Employer for a minimum period of one year starting from the Joining Date, hereinafter referred to as the "Retention Period".

12.2. The Employee understands that if the Employee is not able to remain in employment for the Retention Period and is required to terminate employment before such Period for any unforeseen circumstances, the Employee shall be required to propose termination by serving the Notice Period of three months as laid down in Clause 17, failing which, the Employee shall be liable for payment of penalty to the Employer in the form of last three month's Remuneration payable within 7 days of such violation of Retention Period.



12.3. The Employee furthermore understands that violation of Clause 12.2 shall give every right to the Employer to get the penalty as prescribed in Clause 12.2 executed, so also to seek Redressal of such misconduct from the subsequent Employer of the Employee and further to take such civil / criminal action prescribed in law against the Employee.

12.4. The Employer may, at discretion and / or upon imposing of penalty as deemed fit upon the Employee, permit revival of employment subject to such terms and Retention Clause as deemed fit by the Employer.

13. Conflict of Interest

13.1. The Employee, during the course of his / her employment with the Employer, shall not, directly or indirectly, participate / engage / enter into or cause to participate / engage / enter into any transaction / business arrangement or promise of transaction / business arrangement, with any such person or entity having or likely to have interests similar to or likely to be similar to that of the Employer, without written consent of the Employer.

13.2. The Employee understands that during the course of his / her employment with the Employer, any business opportunity, demand for service or offer of interest similar to or likely to be similar to that of the interests of the Employer coming to the attention of the Employee shall be considered as business opportunity, demand for service or offer of interest to the Employer.

14. Non-disclosure and Confidentiality

14.1. Confidential information (“Confidential Information”) shall mean and include any information disclosed by the Employer to the Employee, any information relating to its Intellectual Property, Software(s), Database Structure(s), Source Code(s), Source Repositories, Documentation, Manual(s), Company Internet Accounts, Trade Secret(s), Business Model(s), Price(s), Negotiations(s), Client(s), Client(s) Records, Staff(s), Person(s) and / or Entity(s) concerned with the Employer, Accounting Record(s), Report(s), Status Report(s), technical and non-technical information, communications and transactions between the Employer and any Person and / Or Entity, and any other information which the Employer states to be confidential or which appears to be confidential by its nature in the normal course of prudence, although not marked as confidential.

14.2. The Employee understands that the employment with the Employer shall permit him / her a close contact with the Confidential Information of the Employer, and agrees that it is necessary to protect the legitimate business interests along with the rights accruing therefrom of the Employer.

14.3. The Confidential Information shall remain under the ownership and authority of the Employer, and any disclosure of the same shall not amount to grant of any right to the Employee over the Confidential Information.

14.4. The Employee thus undertakes not to disclose or cause to disclose such Confidential Information, directly or indirectly, in any manner whatsoever, to any Person and / or Entity without written consent of the Employer.



15. Non-competition, non-solicitation and non-harassment

15.1. The Employee covenants not to have been engaged in any other employment, business activity or arrangement of any nature whatsoever, whether written or oral, while engaged with the Employer that might interfere with the performance of duties for the Employer or cause a conflict of interest with the interests of the Employer.

15.2. The Employee also undertakes not to indulge in any trade or profession competitive to the nature of engagement with the Employer and to the aims and objectives of the Employer during the period of engagement with the Employer, and for a further period of 9 months after the Termination thereof, regardless of the reason for such Termination.

15.3. The Employee also undertakes that during the period of employment with the Employer and for 9 months after the Termination thereof, regardless of the reason for such Termination, he / she shall not solicit or attempt to solicit, directly or indirectly, any of the Customers, Customer Prospects, Vendors, Employees, Agents or any person(s) whatsoever related to the Employer of business of the Employer.

15.4. The Employee also undertakes that during the period of employment with the Employer and even after the Termination thereof, regardless of the reason for such Termination, he / she shall not harass or attempt to harass, directly or indirectly, any of the Customers, Customer Prospects, Vendors, Employees, Agents or any person(s) whatsoever related to the Employer of business of the Employer.

16. Liabilities

The Employee shall be liable for his / her actions and / or omissions causing any loss / damage to the Employer or any Person and / or Entity.

17. Termination

17.1. The Employer may, upon just cause, terminate employment with the Employee without Notice or as may be permitted by law.

17.2. The Employee may, upon such just cause and upon serving the Employer with due Notice of three months, propose to terminate employment with the Employer.

17.3. During the aforesaid Notice period, the Employee shall fulfill all his / her responsibilities and shall smoothly handover the same to the Employer as per the requirement and instructions of the Employer.

17.4. The Employer may require the Employee to train and develop a replacement of the Employee prior to termination of his / her employment and the Employee shall be bound to accomplish the same.

Branch Office: Bengaluru
Climber Knowledge and Careers Pvt. Ltd,
Third Floor, Classic Arena Hosur Rd,
AECS Layout- A Block, Singasandra,
Bengaluru, Karnataka- 560068
CIN: U93000MH2016PTC273870

support@mycaptain.in
1800 121 676767



17.5. The Employer and Employee both understand that execution of duties and obligations on either part shall not cease or be affected in any manner whatsoever upon service of Notice for termination till the date of actual termination of said employment.

18. Disputes Redressal

Any dispute arising out of or in connection with the employment of the Employee shall be intimated by disputing Party to the other Party for amicable resolution within subsequent 15 days, and if such dispute is not so resolved, the disputing Party shall be entitled to initiate Arbitration proceedings in that regard upon serving the other Party with a Notice of 15 days, and the Employer shall accordingly appoint sole Arbitrator to govern the Arbitral Tribunal at Bangalore, India, as per the Indian Arbitration and Conciliation Act, 1996, for resolution of such dispute.

With the above terms and conditions, kindly give us your acceptance. We hope you have a great learning experience with us.

For the Climber Knowledge and Careers Private Limited,

Anush Ramachandran,
Operations Manager.

I, ATHITH K V have received this Letter of Appointment and I hereby accept aforesaid Terms of this Letter of Appointment.

Bangalore.

Dated: _____

Name & Signature





ANNEXURE A

Business Development Executive G3		
Components	Per month (INR)	Annual (INR)
Base Salary	16,000/-	1,92,000/-
House Rent Allowance (HRA)	5,000/-	60,000/-
Other allowance including flexible components	1,000/-	12,000/-
Performance based Incentive (Variable)	upto 8,000/-	upto 96,000/-
Fixed compensation (In Hand)	22,000/-	2,64,000/-
Cost to Company (CTC)		3,20,000/- to 3,60,000/-

Business Development Executive G2		
Components	Per month (INR)	Annual (INR)
Base Salary	19,440/-	2,33,280/-
House Rent Allowance (HRA)	6,210/-	74,520/-
Other allowance including flexible components	1,350/-	16,200/-
Performance based Incentive (Variable)	upto 6,333/-	upto 76,000/-
Fixed compensation (In Hand)	27,000/-	3,24,000/-
Cost to Company (CTC)		3,60,000/- to 4,00,000/-

Business Development Executive G1		
Components	Per month (INR)	Annual (INR)
Base Salary	22,600/-	2,71,200/-
House Rent Allowance (HRA)	6,900/-	82,800/-
Other allowance including flexible components	2,500/-	30,000/-
Performance based Incentive (Variable)	upto 7,500/-	upto 90,000/-
Fixed compensation (In Hand)	32,000/-	3,84,000/-
Cost to Company (CTC)		4,00,000/- to 4,50,000/-

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Bengaluru, Karnataka- 560068
CIN: U93000MH2016PTC273870

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1800 121 676767



23rd November 2020

LETTER OF APPOINTMENT

To,
PRAHAL GOWDA B S

Subject: Appointment for the Job Title of Business Development Executive.

With reference to your interview with the Climber Knowledge and Careers Private Limited (“**Employer**”), we are pleased to inform you that you, Mr./Ms. PRAHAL GOWDA B S (“**Employee**”), have been Selected for the Job Title of “Business Development Executive” in our Company, upon Terms as laid down below:

1. Joining Date

The Employee shall commence employment with the Employer as per discussion you will report to the Company and the joining date will be shortly communicated by the company.

2. Documents and Information

2.1. The Employee shall, on the Joining Date, submit his / her 10th and 12th standard Original Mark Sheets and the same shall be under the custody and possession of the Employer until Termination of employment for any reason whatsoever.

2.2. The Employee understands that if, during the Term of the Employment Contract, he / she requires the said Original Mark Sheets from the Employer for any reason whatsoever, the Employee shall make arrangements to submit an alternative Original Document as required by the Employer and only then such Mark Sheets shall be released by the Employer.

2.3. The Employee shall disclose to the Employer any illegal acts committed by him / her before joining employment and / or any civil / criminal litigation pending against him / her.

3. Employment Contract and its Term

The Employee shall execute an Employment Contract with the Employer for a period of one year, hereinafter referred to as the “Term”, and the said Employment Contract shall be in consonance with the Terms of this Letter of Appointment.

4. Job Title and Description

4.1. The Employee shall be appointed for the Job Title of “**Business Development Executive**”, subject to change, promotion, or relegation to the satisfaction of and with prior notice from the Employer.





4.2. The Responsibilities and Duties of the Employee as Business Development Executive shall be as follows –

4.2.1. Recruitment and Training of Campus Ambassadors from Universities across the country – Our Campus Ambassadorships are the largest in India, with a presence in more than 800 plus Colleges. To make sure MyCaptain expands into more and more Colleges / Schools, you are supposed to recruit, train and build the Campus Ambassadors to spread MyCaptain’s Passion Revolution!

4.2.2. Partnering with Universities / Colleges and Schools to drive MyCaptain programs –

We also partner with Colleges and Schools for Offline and Online learning experiences. We conduct events, boot camps, competitions, and build ton, for brilliant learning experiences. You will play a pivotal role in organizing, conducting and managing such partnerships and collaborations.

4.2.3. Effective follow up with inbound and outbound lead calls, making presentation of prospects and closing the sales.

4.2.4. Market Research –

Market research is an essential part of your recruiting and training Campus Ambassadors from Universities across the Country. This is where you understand what the Students of that city are passionate about, and how to fill the gap between the jobs they are looking for and the skills that they need for the same.

4.2.5. Leading Expansions in New Markets –

Expanding into newer Colleges / Universities / Schools to achieve deeper Market penetration in specific cities. This is done by conducting Market research, recruiting and training campus ambassadors, and helping Market MyCaptain in those cities/colleges.

4.2.6. Continuous improvement on conversion rates by fine-tuning of sales pitches, cross-selling, upselling, and understanding prospect - product fit.

4.3. The Employee undertakes to perform the aforementioned Responsibilities and Duties with diligence, promptness and to the best of his / her skills.

4.4. The Employee also undertakes to perform all such tasks required to be performed during the course of performance of the aforementioned responsibilities and duties.

4.5. The Employee also undertakes to perform all such tasks that are reasonably expected and instructed by the Employer during the course of his / her employment.

5. Training Period

The Employee shall be under the training period for a period of 3 months (three months) from the Joining Date, hereinafter referred to as the “Training Period”. The company reserves the right to terminate the tenure of the job upon performance or behavioral grounds.



During the training/probationary period for matters related to discipline or performance, the Company reserves the right to take action in accordance with the policy of the company. The salary during the months of probation will solely be dependent on performance.

6. Place of Work

6.1. The Employee's primary place of work shall be at the office of the Employer situated at 3rd Floor, Classic Arena, Hosur Road, Singasandra, Bangalore.

6.2. The Employee may, if such need arises, be required to attend meetings, follow-ups and service-issues at places required by the Clients of the Employer.

6.3. The Employee may, if such need arises, be required to take along with himself / herself the assigned work for completion, either in cases of emergency or in case of failure of the Employee to complete such work within stipulated deadlines.

7. Time of Work

The Employee shall be required to work at the aforesaid place of work for 6 Business Days in a month, i.e. from Monday to Saturday, starting from 11:30 AM to 8:30 PM, however, if such need arises, he shall be required to work for additional hours and / or days beyond such Business Days and time, upon such requirement and authorization by the Employer.

8. Remuneration

8.1. The Employee shall receive a monthly remuneration **upto Rs. 18,000/- (Rupees eighteen thousand only)** performance based during the Training Period.

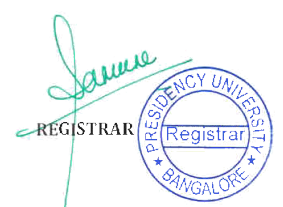
8.2. After the Training Period, the Employee shall receive a monthly remuneration on the basis of his / her performance under the category of **Business Development Executive G3 and promoted to Business Development Executive G2, and Business Development Executive G1** , as illustrated under **Annexure A**, annexed hereto.

8.3. The Employee understands that the above mentioned Remuneration shall be subject to incentives or deductions on the basis of performance of the Employee, at the discretion of the Employer not subject to any challenge or dispute.

9. Benefits

9.1. The Employee shall be entitled to benefits as required by the law and shall further be entitled to discretionary benefits as offered by the Employer as per the prevailing benefits offered at the relevant time.

9.2. The Employee understands that the benefits offered by law and / or by the Employer shall be subject to change without any prior notice.





10. Compensation

10.1. The Employee shall be entitled to compensation as prescribed under the law prevailing at the relevant time.

10.2. The Employee however understands that no compensation shall be payable for the loss(es) incurred by the Employee arising out of his / her own action or omission causing such loss(es).

10.3. The Employee further understands that the Employer shall not be liable to compensate the Employee for any loss(es) caused due to action or omission on the part of Co-Employee(s), Client(s) of the Employer and / or any Person not authorized by the Employer.

11. Leave and Holidays

11.1. The Employee shall, after the Training Period is over and until Termination of the Employee, be entitled to receive 12 Paid Leaves in each calendar year.

11.2. Commencing from the Joining Date and continuing until the date of Termination, for each calendar year, the Employee shall be entitled to 12 Sick Leaves during the year.

11.3. The Employee shall be entitled to redeem only 1 Sick Leave in one month out of the aforesaid 12 Sick Leaves.

11.4. The Employee may be granted more than 1 Sick Leave in one month owing to unforeseen circumstances like physical / mental incapacity, health requirements or otherwise, only at the discretion of the Employer and subject to submission of a valid Medical Certificate by the Employee.

11.5. The Employee understands that the grant of such Paid Leave or Sick Leave, in all circumstances, rests at the sole discretion of the Employer not subject to any challenge or dispute.

11.6. The Employee shall be entitled to holiday on National Holidays only.

12. Retention

12.1. The Employee understands that the Employer shall take efforts, engage resources, and spend time on development and training of the Employee while in employment with the Employer and undertakes to remain in employment with the Employer for a minimum period of one year starting from the Joining Date, hereinafter referred to as the "Retention Period".

12.2. The Employee understands that if the Employee is not able to remain in employment for the Retention Period and is required to terminate employment before such Period for any unforeseen circumstances, the Employee shall be required to propose termination by serving the Notice Period of three months as laid down in Clause 17, failing which, the Employee shall be liable for payment of penalty to the Employer in the form of last three month's Remuneration payable within 7 days of such violation of Retention Period.



12.3. The Employee furthermore understands that violation of Clause 12.2 shall give every right to the Employer to get the penalty as prescribed in Clause 12.2 executed, so also to seek Redressal of such misconduct from the subsequent Employer of the Employee and further to take such civil / criminal action prescribed in law against the Employee.

12.4. The Employer may, at discretion and / or upon imposing of penalty as deemed fit upon the Employee, permit revival of employment subject to such terms and Retention Clause as deemed fit by the Employer.

13. Conflict of Interest

13.1. The Employee, during the course of his / her employment with the Employer, shall not, directly or indirectly, participate / engage / enter into or cause to participate / engage / enter into any transaction / business arrangement or promise of transaction / business arrangement, with any such person or entity having or likely to have interests similar to or likely to be similar to that of the Employer, without written consent of the Employer.

13.2. The Employee understands that during the course of his / her employment with the Employer, any business opportunity, demand for service or offer of interest similar to or likely to be similar to that of the interests of the Employer coming to the attention of the Employee shall be considered as business opportunity, demand for service or offer of interest to the Employer.

14. Non-disclosure and Confidentiality

14.1. Confidential information (“Confidential Information”) shall mean and include any information disclosed by the Employer to the Employee, any information relating to its Intellectual Property, Software(s), Database Structure(s), Source Code(s), Source Repositories, Documentation, Manual(s), Company Internet Accounts, Trade Secret(s), Business Model(s), Price(s), Negotiations(s), Client(s), Client(s) Records, Staff(s), Person(s) and / or Entity(s) concerned with the Employer, Accounting Record(s), Report(s), Status Report(s), technical and non-technical information, communications and transactions between the Employer and any Person and / Or Entity, and any other information which the Employer states to be confidential or which appears to be confidential by its nature in the normal course of prudence, although not marked as confidential.

14.2. The Employee understands that the employment with the Employer shall permit him / her a close contact with the Confidential Information of the Employer, and agrees that it is necessary to protect the legitimate business interests along with the rights accruing therefrom of the Employer.

14.3. The Confidential Information shall remain under the ownership and authority of the Employer, and any disclosure of the same shall not amount to grant of any right to the Employee over the Confidential Information.

14.4. The Employee thus undertakes not to disclose or cause to disclose such Confidential Information, directly or indirectly, in any manner whatsoever, to any Person and / or Entity without written consent of the Employer.

15. Non-competition, non-solicitation and non-harassment

15.1. The Employee covenants not to have been engaged in any other employment, business activity or arrangement of any nature whatsoever, whether written or oral, while engaged with the Employer that might interfere with the performance of duties for the Employer or cause a conflict of interest with the interests of the Employer.

15.2. The Employee also undertakes not to indulge in any trade or profession competitive to the nature of engagement with the Employer and to the aims and objectives of the Employer during the period of engagement with the Employer, and for a further period of 9 months after the Termination thereof, regardless of the reason for such Termination.

15.3. The Employee also undertakes that during the period of employment with the Employer and for 9 months after the Termination thereof, regardless of the reason for such Termination, he / she shall not solicit or attempt to solicit, directly or indirectly, any of the Customers, Customer Prospects, Vendors, Employees, Agents or any person(s) whatsoever related to the Employer of business of the Employer.

15.4. The Employee also undertakes that during the period of employment with the Employer and even after the Termination thereof, regardless of the reason for such Termination, he / she shall not harass or attempt to harass, directly or indirectly, any of the Customers, Customer Prospects, Vendors, Employees, Agents or any person(s) whatsoever related to the Employer of business of the Employer.

16. Liabilities

The Employee shall be liable for his / her actions and / or omissions causing any loss / damage to the Employer or any Person and / or Entity.

17. Termination

17.1. The Employer may, upon just cause, terminate employment with the Employee without Notice or as may be permitted by law.

17.2. The Employee may, upon such just cause and upon serving the Employer with due Notice of three months, propose to terminate employment with the Employer.

17.3. During the aforesaid Notice period, the Employee shall fulfill all his / her responsibilities and shall smoothly handover the same to the Employer as per the requirement and instructions of the Employer.

17.4. The Employer may require the Employee to train and develop a replacement of the Employee prior to termination of his / her employment and the Employee shall be bound to accomplish the same.

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17.5. The Employer and Employee both understand that execution of duties and obligations on either part shall not cease or be affected in any manner whatsoever upon service of Notice for termination till the date of actual termination of said employment.

18. Disputes Redressal

Any dispute arising out of or in connection with the employment of the Employee shall be intimated by disputing Party to the other Party for amicable resolution within subsequent 15 days, and if such dispute is not so resolved, the disputing Party shall be entitled to initiate Arbitration proceedings in that regard upon serving the other Party with a Notice of 15 days, and the Employer shall accordingly appoint sole Arbitrator to govern the Arbitral Tribunal at Bangalore, India, as per the Indian Arbitration and Conciliation Act, 1996, for resolution of such dispute.

With the above terms and conditions, kindly give us your acceptance. We hope you have a great learning experience with us.

For the Climber Knowledge and Careers Private Limited,

Anush Ramachandran,
Operations Manager.

I, PRAHAL GOWDA B S have received this Letter of Appointment and I hereby accept aforesaid Terms of this Letter of Appointment.

Bangalore.

Dated: _____

Name & Signature



ANNEXURE A

Business Development Executive G3		
Components	Per month (INR)	Annual (INR)
Base Salary	16,000/-	1,92,000/-
House Rent Allowance (HRA)	5,000/-	60,000/-
Other allowance including flexible components	1,000/-	12,000/-
Performance based Incentive (Variable)	upto 8,000/-	upto 96,000/-
Fixed compensation (In Hand)	22,000/-	2,64,000/-
Cost to Company (CTC)		3,20,000/- to 3,60,000/-

Business Development Executive G2		
Components	Per month (INR)	Annual (INR)
Base Salary	19,440/-	2,33,280/-
House Rent Allowance (HRA)	6,210/-	74,520/-
Other allowance including flexible components	1,350/-	16,200/-
Performance based Incentive (Variable)	upto 6,333/-	upto 76,000/-
Fixed compensation (In Hand)	27,000/-	3,24,000/-
Cost to Company (CTC)		3,60,000/- to 4,00,000/-

Business Development Executive G1		
Components	Per month (INR)	Annual (INR)
Base Salary	22,600/-	2,71,200/-
House Rent Allowance (HRA)	6,900/-	82,800/-
Other allowance including flexible components	2,500/-	30,000/-
Performance based Incentive (Variable)	upto 7,500/-	upto 90,000/-
Fixed compensation (In Hand)	32,000/-	3,84,000/-
Cost to Company (CTC)		4,00,000/- to 4,50,000/-



23rd November 2020

LETTER OF APPOINTMENT

To,
S PRAKASH REDDY N S

Subject: Appointment for the Job Title of Business Development Executive.

With reference to your interview with the Climber Knowledge and Careers Private Limited (“**Employer**”), we are pleased to inform you that you, Mr./Ms. S PRAKASH REDDY N S (“**Employee**”), have been Selected for the Job Title of “Business Development Executive” in our Company, upon Terms as laid down below:

1. Joining Date

The Employee shall commence employment with the Employer as per discussion you will report to the Company and the joining date will be shortly communicated by the company.

2. Documents and Information

2.1. The Employee shall, on the Joining Date, submit his / her 10th and 12th standard Original Mark Sheets and the same shall be under the custody and possession of the Employer until Termination of employment for any reason whatsoever.

2.2. The Employee understands that if, during the Term of the Employment Contract, he / she requires the said Original Mark Sheets from the Employer for any reason whatsoever, the Employee shall make arrangements to submit an alternative Original Document as required by the Employer and only then such Mark Sheets shall be released by the Employer.

2.3. The Employee shall disclose to the Employer any illegal acts committed by him / her before joining employment and / or any civil / criminal litigation pending against him / her.

3. Employment Contract and its Term

The Employee shall execute an Employment Contract with the Employer for a period of one year, hereinafter referred to as the “Term”, and the said Employment Contract shall be in consonance with the Terms of this Letter of Appointment.

4. Job Title and Description

4.1. The Employee shall be appointed for the Job Title of “**Business Development Executive**”, subject to change, promotion, or relegation to the satisfaction of and with prior notice from the Employer.





4.2. The Responsibilities and Duties of the Employee as Business Development Executive shall be as follows –

4.2.1. Recruitment and Training of Campus Ambassadors from Universities across the country – Our Campus Ambassadorships are the largest in India, with a presence in more than 800 plus Colleges. To make sure MyCaptain expands into more and more Colleges / Schools, you are supposed to recruit, train and build the Campus Ambassadors to spread MyCaptain’s Passion Revolution!

4.2.2. Partnering with Universities / Colleges and Schools to drive MyCaptain programs –

We also partner with Colleges and Schools for Offline and Online learning experiences. We conduct events, boot camps, competitions, and build ton, for brilliant learning experiences. You will play a pivotal role in organizing, conducting and managing such partnerships and collaborations.

4.2.3. Effective follow up with inbound and outbound lead calls, making presentation of prospects and closing the sales.

4.2.4. Market Research –

Market research is an essential part of your recruiting and training Campus Ambassadors from Universities across the Country. This is where you understand what the Students of that city are passionate about, and how to fill the gap between the jobs they are looking for and the skills that they need for the same.

4.2.5. Leading Expansions in New Markets –

Expanding into newer Colleges / Universities / Schools to achieve deeper Market penetration in specific cities. This is done by conducting Market research, recruiting and training campus ambassadors, and helping Market MyCaptain in those cities/colleges.

4.2.6. Continuous improvement on conversion rates by fine-tuning of sales pitches, cross-selling, upselling, and understanding prospect - product fit.

4.3. The Employee undertakes to perform the aforementioned Responsibilities and Duties with diligence, promptness and to the best of his / her skills.

4.4. The Employee also undertakes to perform all such tasks required to be performed during the course of performance of the aforementioned responsibilities and duties.

4.5. The Employee also undertakes to perform all such tasks that are reasonably expected and instructed by the Employer during the course of his / her employment.

5. Training Period

The Employee shall be under the training period for a period of 3 months (three months) from the Joining Date, hereinafter referred to as the “Training Period”. The company reserves the right to terminate the tenure of the job upon performance or behavioral grounds.





During the training/probationary period for matters related to discipline or performance, the Company reserves the right to take action in accordance with the policy of the company. The salary during the months of probation will solely be dependent on performance.

6. Place of Work

6.1. The Employee's primary place of work shall be at the office of the Employer situated at 3rd Floor, Classic Arena, Hosur Road, Singasandra, Bangalore.

6.2. The Employee may, if such need arises, be required to attend meetings, follow-ups and service-issues at places required by the Clients of the Employer.

6.3. The Employee may, if such need arises, be required to take along with himself / herself the assigned work for completion, either in cases of emergency or in case of failure of the Employee to complete such work within stipulated deadlines.

7. Time of Work

The Employee shall be required to work at the aforesaid place of work for 6 Business Days in a month, i.e. from Monday to Saturday, starting from 11:30 AM to 8:30 PM, however, if such need arises, he shall be required to work for additional hours and / or days beyond such Business Days and time, upon such requirement and authorization by the Employer.

8. Remuneration

8.1. The Employee shall receive a monthly remuneration **upto Rs. 18,000/- (Rupees eighteen thousand only)** performance based during the Training Period.

8.2. After the Training Period, the Employee shall receive a monthly remuneration on the basis of his / her performance under the category of **Business Development Executive G3 and promoted to Business Development Executive G2, and Business Development Executive G1** , as illustrated under **Annexure A**, annexed hereto.

8.3. The Employee understands that the above mentioned Remuneration shall be subject to incentives or deductions on the basis of performance of the Employee, at the discretion of the Employer not subject to any challenge or dispute.

9. Benefits

9.1. The Employee shall be entitled to benefits as required by the law and shall further be entitled to discretionary benefits as offered by the Employer as per the prevailing benefits offered at the relevant time.

9.2. The Employee understands that the benefits offered by law and / or by the Employer shall be subject to change without any prior notice.





10. Compensation

10.1. The Employee shall be entitled to compensation as prescribed under the law prevailing at the relevant time.

10.2. The Employee however understands that no compensation shall be payable for the loss(es) incurred by the Employee arising out of his / her own action or omission causing such loss(es).

10.3. The Employee further understands that the Employer shall not be liable to compensate the Employee for any loss(es) caused due to action or omission on the part of Co-Employee(s), Client(s) of the Employer and / or any Person not authorized by the Employer.

11. Leave and Holidays

11.1. The Employee shall, after the Training Period is over and until Termination of the Employee, be entitled to receive 12 Paid Leaves in each calendar year.

11.2. Commencing from the Joining Date and continuing until the date of Termination, for each calendar year, the Employee shall be entitled to 12 Sick Leaves during the year.

11.3. The Employee shall be entitled to redeem only 1 Sick Leave in one month out of the aforesaid 12 Sick Leaves.

11.4. The Employee may be granted more than 1 Sick Leave in one month owing to unforeseen circumstances like physical / mental incapacity, health requirements or otherwise, only at the discretion of the Employer and subject to submission of a valid Medical Certificate by the Employee.

11.5. The Employee understands that the grant of such Paid Leave or Sick Leave, in all circumstances, rests at the sole discretion of the Employer not subject to any challenge or dispute.

11.6. The Employee shall be entitled to holiday on National Holidays only.

12. Retention

12.1. The Employee understands that the Employer shall take efforts, engage resources, and spend time on development and training of the Employee while in employment with the Employer and undertakes to remain in employment with the Employer for a minimum period of one year starting from the Joining Date, hereinafter referred to as the "Retention Period".

12.2. The Employee understands that if the Employee is not able to remain in employment for the Retention Period and is required to terminate employment before such Period for any unforeseen circumstances, the Employee shall be required to propose termination by serving the Notice Period of three months as laid down in Clause 17, failing which, the Employee shall be liable for payment of penalty to the Employer in the form of last three month's Remuneration payable within 7 days of such violation of Retention Period.



12.3. The Employee furthermore understands that violation of Clause 12.2 shall give every right to the Employer to get the penalty as prescribed in Clause 12.2 executed, so also to seek Redressal of such misconduct from the subsequent Employer of the Employee and further to take such civil / criminal action prescribed in law against the Employee.

12.4. The Employer may, at discretion and / or upon imposing of penalty as deemed fit upon the Employee, permit revival of employment subject to such terms and Retention Clause as deemed fit by the Employer.

13. Conflict of Interest

13.1. The Employee, during the course of his / her employment with the Employer, shall not, directly or indirectly, participate / engage / enter into or cause to participate / engage / enter into any transaction / business arrangement or promise of transaction / business arrangement, with any such person or entity having or likely to have interests similar to or likely to be similar to that of the Employer, without written consent of the Employer.

13.2. The Employee understands that during the course of his / her employment with the Employer, any business opportunity, demand for service or offer of interest similar to or likely to be similar to that of the interests of the Employer coming to the attention of the Employee shall be considered as business opportunity, demand for service or offer of interest to the Employer.

14. Non-disclosure and Confidentiality

14.1. Confidential information (“Confidential Information”) shall mean and include any information disclosed by the Employer to the Employee, any information relating to its Intellectual Property, Software(s), Database Structure(s), Source Code(s), Source Repositories, Documentation, Manual(s), Company Internet Accounts, Trade Secret(s), Business Model(s), Price(s), Negotiations(s), Client(s), Client(s) Records, Staff(s), Person(s) and / or Entity(s) concerned with the Employer, Accounting Record(s), Report(s), Status Report(s), technical and non-technical information, communications and transactions between the Employer and any Person and / Or Entity, and any other information which the Employer states to be confidential or which appears to be confidential by its nature in the normal course of prudence, although not marked as confidential.

14.2. The Employee understands that the employment with the Employer shall permit him / her a close contact with the Confidential Information of the Employer, and agrees that it is necessary to protect the legitimate business interests along with the rights accruing therefrom of the Employer.

14.3. The Confidential Information shall remain under the ownership and authority of the Employer, and any disclosure of the same shall not amount to grant of any right to the Employee over the Confidential Information.

14.4. The Employee thus undertakes not to disclose or cause to disclose such Confidential Information, directly or indirectly, in any manner whatsoever, to any Person and / or Entity without written consent of the Employer.

15. Non-competition, non-solicitation and non-harassment

15.1. The Employee covenants not to have been engaged in any other employment, business activity or arrangement of any nature whatsoever, whether written or oral, while engaged with the Employer that might interfere with the performance of duties for the Employer or cause a conflict of interest with the interests of the Employer.

15.2. The Employee also undertakes not to indulge in any trade or profession competitive to the nature of engagement with the Employer and to the aims and objectives of the Employer during the period of engagement with the Employer, and for a further period of 9 months after the Termination thereof, regardless of the reason for such Termination.

15.3. The Employee also undertakes that during the period of employment with the Employer and for 9 months after the Termination thereof, regardless of the reason for such Termination, he / she shall not solicit or attempt to solicit, directly or indirectly, any of the Customers, Customer Prospects, Vendors, Employees, Agents or any person(s) whatsoever related to the Employer of business of the Employer.

15.4. The Employee also undertakes that during the period of employment with the Employer and even after the Termination thereof, regardless of the reason for such Termination, he / she shall not harass or attempt to harass, directly or indirectly, any of the Customers, Customer Prospects, Vendors, Employees, Agents or any person(s) whatsoever related to the Employer of business of the Employer.

16. Liabilities

The Employee shall be liable for his / her actions and / or omissions causing any loss / damage to the Employer or any Person and / or Entity.

17. Termination

17.1. The Employer may, upon just cause, terminate employment with the Employee without Notice or as may be permitted by law.

17.2. The Employee may, upon such just cause and upon serving the Employer with due Notice of three months, propose to terminate employment with the Employer.

17.3. During the aforesaid Notice period, the Employee shall fulfill all his / her responsibilities and shall smoothly handover the same to the Employer as per the requirement and instructions of the Employer.

17.4. The Employer may require the Employee to train and develop a replacement of the Employee prior to termination of his / her employment and the Employee shall be bound to accomplish the same.

Branch Office: Bengaluru
Climber Knowledge and Careers Pvt. Ltd,
Third Floor, Classic Arena Hosur Rd,
AECS Layout- A Block, Singasandra,
Bengaluru, Karnataka- 560068
CIN: U93000MH2016PTC273870

support@mycaptain.in
1800 121 676767



17.5. The Employer and Employee both understand that execution of duties and obligations on either part shall not cease or be affected in any manner whatsoever upon service of Notice for termination till the date of actual termination of said employment.

18. Disputes Redressal

Any dispute arising out of or in connection with the employment of the Employee shall be intimated by disputing Party to the other Party for amicable resolution within subsequent 15 days, and if such dispute is not so resolved, the disputing Party shall be entitled to initiate Arbitration proceedings in that regard upon serving the other Party with a Notice of 15 days, and the Employer shall accordingly appoint sole Arbitrator to govern the Arbitral Tribunal at Bangalore, India, as per the Indian Arbitration and Conciliation Act, 1996, for resolution of such dispute.

With the above terms and conditions, kindly give us your acceptance. We hope you have a great learning experience with us.

For the Climber Knowledge and Careers Private Limited,

Anush Ramachandran,
Operations Manager.

I, S PRAKASH REDDY N S have received this Letter of Appointment and I hereby accept aforesaid Terms of this Letter of Appointment.

Bangalore.

Dated: _____

Name & Signature



ANNEXURE A

Business Development Executive G3		
Components	Per month (INR)	Annual (INR)
Base Salary	16,000/-	1,92,000/-
House Rent Allowance (HRA)	5,000/-	60,000/-
Other allowance including flexible components	1,000/-	12,000/-
Performance based Incentive (Variable)	upto 8,000/-	upto 96,000/-
Fixed compensation (In Hand)	22,000/-	2,64,000/-
Cost to Company (CTC)		3,20,000/- to 3,60,000/-

Business Development Executive G2		
Components	Per month (INR)	Annual (INR)
Base Salary	19,440/-	2,33,280/-
House Rent Allowance (HRA)	6,210/-	74,520/-
Other allowance including flexible components	1,350/-	16,200/-
Performance based Incentive (Variable)	upto 6,333/-	upto 76,000/-
Fixed compensation (In Hand)	27,000/-	3,24,000/-
Cost to Company (CTC)		3,60,000/- to 4,00,000/-

Business Development Executive G1		
Components	Per month (INR)	Annual (INR)
Base Salary	22,600/-	2,71,200/-
House Rent Allowance (HRA)	6,900/-	82,800/-
Other allowance including flexible components	2,500/-	30,000/-
Performance based Incentive (Variable)	upto 7,500/-	upto 90,000/-
Fixed compensation (In Hand)	32,000/-	3,84,000/-
Cost to Company (CTC)		4,00,000/- to 4,50,000/-



23rd November 2020

LETTER OF APPOINTMENT

To,

R JEEVESH SHYAMLAL

Subject: Appointment for the Job Title of Business Development Executive.

With reference to your interview with the Climber Knowledge and Careers Private Limited (“**Employer**”), we are pleased to inform you that you, Mr./Ms. R JEEVESH SHYAMLAL (“**Employee**”), have been Selected for the Job Title of “Business Development Executive” in our Company, upon Terms as laid down below:

1. Joining Date

The Employee shall commence employment with the Employer as per discussion you will report to the Company and the joining date will be shortly communicated by the company.

2. Documents and Information

2.1. The Employee shall, on the Joining Date, submit his / her 10th and 12th standard Original Mark Sheets and the same shall be under the custody and possession of the Employer until Termination of employment for any reason whatsoever.

2.2. The Employee understands that if, during the Term of the Employment Contract, he / she requires the said Original Mark Sheets from the Employer for any reason whatsoever, the Employee shall make arrangements to submit an alternative Original Document as required by the Employer and only then such Mark Sheets shall be released by the Employer.

2.3. The Employee shall disclose to the Employer any illegal acts committed by him / her before joining employment and / or any civil / criminal litigation pending against him / her.

3. Employment Contract and its Term

The Employee shall execute an Employment Contract with the Employer for a period of one year, hereinafter referred to as the “Term”, and the said Employment Contract shall be in consonance with the Terms of this Letter of Appointment.

4. Job Title and Description

4.1. The Employee shall be appointed for the Job Title of “**Business Development Executive**”, subject to change, promotion, or relegation to the satisfaction of and with prior notice from the Employer.





4.2. The Responsibilities and Duties of the Employee as Business Development Executive shall be as follows –

4.2.1. Recruitment and Training of Campus Ambassadors from Universities across the country – Our Campus Ambassadorships are the largest in India, with a presence in more than 800 plus Colleges. To make sure MyCaptain expands into more and more Colleges / Schools, you are supposed to recruit, train and build the Campus Ambassadors to spread MyCaptain’s Passion Revolution!

4.2.2. Partnering with Universities / Colleges and Schools to drive MyCaptain programs –

We also partner with Colleges and Schools for Offline and Online learning experiences. We conduct events, boot camps, competitions, and build ton, for brilliant learning experiences. You will play a pivotal role in organizing, conducting and managing such partnerships and collaborations.

4.2.3. Effective follow up with inbound and outbound lead calls, making presentation of prospects and closing the sales.

4.2.4. Market Research –

Market research is an essential part of your recruiting and training Campus Ambassadors from Universities across the Country. This is where you understand what the Students of that city are passionate about, and how to fill the gap between the jobs they are looking for and the skills that they need for the same.

4.2.5. Leading Expansions in New Markets –

Expanding into newer Colleges / Universities / Schools to achieve deeper Market penetration in specific cities. This is done by conducting Market research, recruiting and training campus ambassadors, and helping Market MyCaptain in those cities/colleges.

4.2.6. Continuous improvement on conversion rates by fine-tuning of sales pitches, cross-selling, upselling, and understanding prospect - product fit.

4.3. The Employee undertakes to perform the aforementioned Responsibilities and Duties with diligence, promptness and to the best of his / her skills.

4.4. The Employee also undertakes to perform all such tasks required to be performed during the course of performance of the aforementioned responsibilities and duties.

4.5. The Employee also undertakes to perform all such tasks that are reasonably expected and instructed by the Employer during the course of his / her employment.

5. Training Period

The Employee shall be under the training period for a period of 3 months (three months) from the Joining Date, hereinafter referred to as the “Training Period”. The company reserves the right to terminate the tenure of the job upon performance or behavioral grounds.



During the training/probationary period for matters related to discipline or performance, the Company reserves the right to take action in accordance with the policy of the company. The salary during the months of probation will solely be dependent on performance.

6. Place of Work

6.1. The Employee's primary place of work shall be at the office of the Employer situated at 3rd Floor, Classic Arena, Hosur Road, Singasandra, Bangalore.

6.2. The Employee may, if such need arises, be required to attend meetings, follow-ups and service-issues at places required by the Clients of the Employer.

6.3. The Employee may, if such need arises, be required to take along with himself / herself the assigned work for completion, either in cases of emergency or in case of failure of the Employee to complete such work within stipulated deadlines.

7. Time of Work

The Employee shall be required to work at the aforesaid place of work for 6 Business Days in a month, i.e. from Monday to Saturday, starting from 11:30 AM to 8:30 PM, however, if such need arises, he shall be required to work for additional hours and / or days beyond such Business Days and time, upon such requirement and authorization by the Employer.

8. Remuneration

8.1. The Employee shall receive a monthly remuneration **upto Rs. 18,000/- (Rupees eighteen thousand only)** performance based during the Training Period.

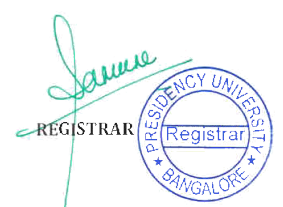
8.2. After the Training Period, the Employee shall receive a monthly remuneration on the basis of his / her performance under the category of **Business Development Executive G3 and promoted to Business Development Executive G2, and Business Development Executive G1** , as illustrated under **Annexure A**, annexed hereto.

8.3. The Employee understands that the above mentioned Remuneration shall be subject to incentives or deductions on the basis of performance of the Employee, at the discretion of the Employer not subject to any challenge or dispute.

9. Benefits

9.1. The Employee shall be entitled to benefits as required by the law and shall further be entitled to discretionary benefits as offered by the Employer as per the prevailing benefits offered at the relevant time.

9.2. The Employee understands that the benefits offered by law and / or by the Employer shall be subject to change without any prior notice.





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10.1. The Employee shall be entitled to compensation as prescribed under the law prevailing at the relevant time.

10.2. The Employee however understands that no compensation shall be payable for the loss(es) incurred by the Employee arising out of his / her own action or omission causing such loss(es).

10.3. The Employee further understands that the Employer shall not be liable to compensate the Employee for any loss(es) caused due to action or omission on the part of Co-Employee(s), Client(s) of the Employer and / or any Person not authorized by the Employer.

11. Leave and Holidays

11.1. The Employee shall, after the Training Period is over and until Termination of the Employee, be entitled to receive 12 Paid Leaves in each calendar year.

11.2. Commencing from the Joining Date and continuing until the date of Termination, for each calendar year, the Employee shall be entitled to 12 Sick Leaves during the year.

11.3. The Employee shall be entitled to redeem only 1 Sick Leave in one month out of the aforesaid 12 Sick Leaves.

11.4. The Employee may be granted more than 1 Sick Leave in one month owing to unforeseen circumstances like physical / mental incapacity, health requirements or otherwise, only at the discretion of the Employer and subject to submission of a valid Medical Certificate by the Employee.

11.5. The Employee understands that the grant of such Paid Leave or Sick Leave, in all circumstances, rests at the sole discretion of the Employer not subject to any challenge or dispute.

11.6. The Employee shall be entitled to holiday on National Holidays only.

12. Retention

12.1. The Employee understands that the Employer shall take efforts, engage resources, and spend time on development and training of the Employee while in employment with the Employer and undertakes to remain in employment with the Employer for a minimum period of one year starting from the Joining Date, hereinafter referred to as the "Retention Period".

12.2. The Employee understands that if the Employee is not able to remain in employment for the Retention Period and is required to terminate employment before such Period for any unforeseen circumstances, the Employee shall be required to propose termination by serving the Notice Period of three months as laid down in Clause 17, failing which, the Employee shall be liable for payment of penalty to the Employer in the form of last three month's Remuneration payable within 7 days of such violation of Retention Period.



12.3. The Employee furthermore understands that violation of Clause 12.2 shall give every right to the Employer to get the penalty as prescribed in Clause 12.2 executed, so also to seek Redressal of such misconduct from the subsequent Employer of the Employee and further to take such civil / criminal action prescribed in law against the Employee.

12.4. The Employer may, at discretion and / or upon imposing of penalty as deemed fit upon the Employee, permit revival of employment subject to such terms and Retention Clause as deemed fit by the Employer.

13. Conflict of Interest

13.1. The Employee, during the course of his / her employment with the Employer, shall not, directly or indirectly, participate / engage / enter into or cause to participate / engage / enter into any transaction / business arrangement or promise of transaction / business arrangement, with any such person or entity having or likely to have interests similar to or likely to be similar to that of the Employer, without written consent of the Employer.

13.2. The Employee understands that during the course of his / her employment with the Employer, any business opportunity, demand for service or offer of interest similar to or likely to be similar to that of the interests of the Employer coming to the attention of the Employee shall be considered as business opportunity, demand for service or offer of interest to the Employer.

14. Non-disclosure and Confidentiality

14.1. Confidential information (“Confidential Information”) shall mean and include any information disclosed by the Employer to the Employee, any information relating to its Intellectual Property, Software(s), Database Structure(s), Source Code(s), Source Repositories, Documentation, Manual(s), Company Internet Accounts, Trade Secret(s), Business Model(s), Price(s), Negotiations(s), Client(s), Client(s) Records, Staff(s), Person(s) and / or Entity(s) concerned with the Employer, Accounting Record(s), Report(s), Status Report(s), technical and non-technical information, communications and transactions between the Employer and any Person and / Or Entity, and any other information which the Employer states to be confidential or which appears to be confidential by its nature in the normal course of prudence, although not marked as confidential.

14.2. The Employee understands that the employment with the Employer shall permit him / her a close contact with the Confidential Information of the Employer, and agrees that it is necessary to protect the legitimate business interests along with the rights accruing therefrom of the Employer.

14.3. The Confidential Information shall remain under the ownership and authority of the Employer, and any disclosure of the same shall not amount to grant of any right to the Employee over the Confidential Information.

14.4. The Employee thus undertakes not to disclose or cause to disclose such Confidential Information, directly or indirectly, in any manner whatsoever, to any Person and / or Entity without written consent of the Employer.

15. Non-competition, non-solicitation and non-harassment

15.1. The Employee covenants not to have been engaged in any other employment, business activity or arrangement of any nature whatsoever, whether written or oral, while engaged with the Employer that might interfere with the performance of duties for the Employer or cause a conflict of interest with the interests of the Employer.

15.2. The Employee also undertakes not to indulge in any trade or profession competitive to the nature of engagement with the Employer and to the aims and objectives of the Employer during the period of engagement with the Employer, and for a further period of 9 months after the Termination thereof, regardless of the reason for such Termination.

15.3. The Employee also undertakes that during the period of employment with the Employer and for 9 months after the Termination thereof, regardless of the reason for such Termination, he / she shall not solicit or attempt to solicit, directly or indirectly, any of the Customers, Customer Prospects, Vendors, Employees, Agents or any person(s) whatsoever related to the Employer of business of the Employer.

15.4. The Employee also undertakes that during the period of employment with the Employer and even after the Termination thereof, regardless of the reason for such Termination, he / she shall not harass or attempt to harass, directly or indirectly, any of the Customers, Customer Prospects, Vendors, Employees, Agents or any person(s) whatsoever related to the Employer of business of the Employer.

16. Liabilities

The Employee shall be liable for his / her actions and / or omissions causing any loss / damage to the Employer or any Person and / or Entity.

17. Termination

17.1. The Employer may, upon just cause, terminate employment with the Employee without Notice or as may be permitted by law.

17.2. The Employee may, upon such just cause and upon serving the Employer with due Notice of three months, propose to terminate employment with the Employer.

17.3. During the aforesaid Notice period, the Employee shall fulfill all his / her responsibilities and shall smoothly handover the same to the Employer as per the requirement and instructions of the Employer.

17.4. The Employer may require the Employee to train and develop a replacement of the Employee prior to termination of his / her employment and the Employee shall be bound to accomplish the same.

Branch Office: Bengaluru
Climber Knowledge and Careers Pvt. Ltd,
Third Floor, Classic Arena Hosur Rd,
AECS Layout- A Block, Singasandra,
Bengaluru, Karnataka- 560068
CIN: U93000MH2016PTC273870

support@mycaptain.in
1800 121 676767



17.5. The Employer and Employee both understand that execution of duties and obligations on either part shall not cease or be affected in any manner whatsoever upon service of Notice for termination till the date of actual termination of said employment.

18. Disputes Redressal

Any dispute arising out of or in connection with the employment of the Employee shall be intimated by disputing Party to the other Party for amicable resolution within subsequent 15 days, and if such dispute is not so resolved, the disputing Party shall be entitled to initiate Arbitration proceedings in that regard upon serving the other Party with a Notice of 15 days, and the Employer shall accordingly appoint sole Arbitrator to govern the Arbitral Tribunal at Bangalore, India, as per the Indian Arbitration and Conciliation Act, 1996, for resolution of such dispute.

With the above terms and conditions, kindly give us your acceptance. We hope you have a great learning experience with us.

For the Climber Knowledge and Careers Private Limited,

Anush Ramachandran,
Operations Manager.

I, R JEEVESH SHYAMLAL have received this Letter of Appointment and I hereby accept aforesaid Terms of this Letter of Appointment.

Bangalore.

Dated: _____

Name & Signature



ANNEXURE A

Business Development Executive G3		
Components	Per month (INR)	Annual (INR)
Base Salary	16,000/-	1,92,000/-
House Rent Allowance (HRA)	5,000/-	60,000/-
Other allowance including flexible components	1,000/-	12,000/-
Performance based Incentive (Variable)	upto 8,000/-	upto 96,000/-
Fixed compensation (In Hand)	22,000/-	2,64,000/-
Cost to Company (CTC)		3,20,000/- to 3,60,000/-

Business Development Executive G2		
Components	Per month (INR)	Annual (INR)
Base Salary	19,440/-	2,33,280/-
House Rent Allowance (HRA)	6,210/-	74,520/-
Other allowance including flexible components	1,350/-	16,200/-
Performance based Incentive (Variable)	upto 6,333/-	upto 76,000/-
Fixed compensation (In Hand)	27,000/-	3,24,000/-
Cost to Company (CTC)		3,60,000/- to 4,00,000/-

Business Development Executive G1		
Components	Per month (INR)	Annual (INR)
Base Salary	22,600/-	2,71,200/-
House Rent Allowance (HRA)	6,900/-	82,800/-
Other allowance including flexible components	2,500/-	30,000/-
Performance based Incentive (Variable)	upto 7,500/-	upto 90,000/-
Fixed compensation (In Hand)	32,000/-	3,84,000/-
Cost to Company (CTC)		4,00,000/- to 4,50,000/-



23rd November 2020

LETTER OF APPOINTMENT

To,
P TARUN ISHWAR

Subject: Appointment for the Job Title of Business Development Executive.

With reference to your interview with the Climber Knowledge and Careers Private Limited (“**Employer**”), we are pleased to inform you that you, Mr./Ms. P TARUN ISHWAR (“**Employee**”), have been Selected for the Job Title of “Business Development Executive” in our Company, upon Terms as laid down below:

1. Joining Date

The Employee shall commence employment with the Employer as per discussion you will report to the Company and the joining date will be shortly communicated by the company.

2. Documents and Information

2.1. The Employee shall, on the Joining Date, submit his / her 10th and 12th standard Original Mark Sheets and the same shall be under the custody and possession of the Employer until Termination of employment for any reason whatsoever.

2.2. The Employee understands that if, during the Term of the Employment Contract, he / she requires the said Original Mark Sheets from the Employer for any reason whatsoever, the Employee shall make arrangements to submit an alternative Original Document as required by the Employer and only then such Mark Sheets shall be released by the Employer.

2.3. The Employee shall disclose to the Employer any illegal acts committed by him / her before joining employment and / or any civil / criminal litigation pending against him / her.

3. Employment Contract and its Term

The Employee shall execute an Employment Contract with the Employer for a period of one year, hereinafter referred to as the “Term”, and the said Employment Contract shall be in consonance with the Terms of this Letter of Appointment.

4. Job Title and Description

4.1. The Employee shall be appointed for the Job Title of “**Business Development Executive**”, subject to change, promotion, or relegation to the satisfaction of and with prior notice from the Employer.


REGISTRAR




4.2. The Responsibilities and Duties of the Employee as Business Development Executive shall be as follows –

4.2.1. Recruitment and Training of Campus Ambassadors from Universities across the country – Our Campus Ambassadorships are the largest in India, with a presence in more than 800 plus Colleges. To make sure MyCaptain expands into more and more Colleges / Schools, you are supposed to recruit, train and build the Campus Ambassadors to spread MyCaptain’s Passion Revolution!

4.2.2. Partnering with Universities / Colleges and Schools to drive MyCaptain programs –

We also partner with Colleges and Schools for Offline and Online learning experiences. We conduct events, boot camps, competitions, and build ton, for brilliant learning experiences. You will play a pivotal role in organizing, conducting and managing such partnerships and collaborations.

4.2.3. Effective follow up with inbound and outbound lead calls, making presentation of prospects and closing the sales.

4.2.4. Market Research –

Market research is an essential part of your recruiting and training Campus Ambassadors from Universities across the Country. This is where you understand what the Students of that city are passionate about, and how to fill the gap between the jobs they are looking for and the skills that they need for the same.

4.2.5. Leading Expansions in New Markets –

Expanding into newer Colleges / Universities / Schools to achieve deeper Market penetration in specific cities. This is done by conducting Market research, recruiting and training campus ambassadors, and helping Market MyCaptain in those cities/colleges.

4.2.6. Continuous improvement on conversion rates by fine-tuning of sales pitches, cross-selling, upselling, and understanding prospect - product fit.

4.3. The Employee undertakes to perform the aforementioned Responsibilities and Duties with diligence, promptness and to the best of his / her skills.

4.4. The Employee also undertakes to perform all such tasks required to be performed during the course of performance of the aforementioned responsibilities and duties.

4.5. The Employee also undertakes to perform all such tasks that are reasonably expected and instructed by the Employer during the course of his / her employment.

5. Training Period

The Employee shall be under the training period for a period of 3 months (three months) from the Joining Date, hereinafter referred to as the “Training Period”. The company reserves the right to terminate the tenure of the job upon performance or behavioral grounds.



During the training/probationary period for matters related to discipline or performance, the Company reserves the right to take action in accordance with the policy of the company. The salary during the months of probation will solely be dependent on performance.

6. Place of Work

6.1. The Employee's primary place of work shall be at the office of the Employer situated at 3rd Floor, Classic Arena, Hosur Road, Singasandra, Bangalore.

6.2. The Employee may, if such need arises, be required to attend meetings, follow-ups and service-issues at places required by the Clients of the Employer.

6.3. The Employee may, if such need arises, be required to take along with himself / herself the assigned work for completion, either in cases of emergency or in case of failure of the Employee to complete such work within stipulated deadlines.

7. Time of Work

The Employee shall be required to work at the aforesaid place of work for 6 Business Days in a month, i.e. from Monday to Saturday, starting from 11:30 AM to 8:30 PM, however, if such need arises, he shall be required to work for additional hours and / or days beyond such Business Days and time, upon such requirement and authorization by the Employer.

8. Remuneration

8.1. The Employee shall receive a monthly remuneration **upto Rs. 18,000/- (Rupees eighteen thousand only)** performance based during the Training Period.

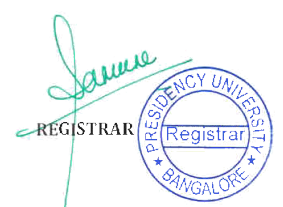
8.2. After the Training Period, the Employee shall receive a monthly remuneration on the basis of his / her performance under the category of **Business Development Executive G3 and promoted to Business Development Executive G2, and Business Development Executive G1** , as illustrated under **Annexure A**, annexed hereto.

8.3. The Employee understands that the above mentioned Remuneration shall be subject to incentives or deductions on the basis of performance of the Employee, at the discretion of the Employer not subject to any challenge or dispute.

9. Benefits

9.1. The Employee shall be entitled to benefits as required by the law and shall further be entitled to discretionary benefits as offered by the Employer as per the prevailing benefits offered at the relevant time.

9.2. The Employee understands that the benefits offered by law and / or by the Employer shall be subject to change without any prior notice.





10. Compensation

10.1. The Employee shall be entitled to compensation as prescribed under the law prevailing at the relevant time.

10.2. The Employee however understands that no compensation shall be payable for the loss(es) incurred by the Employee arising out of his / her own action or omission causing such loss(es).

10.3. The Employee further understands that the Employer shall not be liable to compensate the Employee for any loss(es) caused due to action or omission on the part of Co-Employee(s), Client(s) of the Employer and / or any Person not authorized by the Employer.

11. Leave and Holidays

11.1. The Employee shall, after the Training Period is over and until Termination of the Employee, be entitled to receive 12 Paid Leaves in each calendar year.

11.2. Commencing from the Joining Date and continuing until the date of Termination, for each calendar year, the Employee shall be entitled to 12 Sick Leaves during the year.

11.3. The Employee shall be entitled to redeem only 1 Sick Leave in one month out of the aforesaid 12 Sick Leaves.

11.4. The Employee may be granted more than 1 Sick Leave in one month owing to unforeseen circumstances like physical / mental incapacity, health requirements or otherwise, only at the discretion of the Employer and subject to submission of a valid Medical Certificate by the Employee.

11.5. The Employee understands that the grant of such Paid Leave or Sick Leave, in all circumstances, rests at the sole discretion of the Employer not subject to any challenge or dispute.

11.6. The Employee shall be entitled to holiday on National Holidays only.

12. Retention

12.1. The Employee understands that the Employer shall take efforts, engage resources, and spend time on development and training of the Employee while in employment with the Employer and undertakes to remain in employment with the Employer for a minimum period of one year starting from the Joining Date, hereinafter referred to as the "Retention Period".

12.2. The Employee understands that if the Employee is not able to remain in employment for the Retention Period and is required to terminate employment before such Period for any unforeseen circumstances, the Employee shall be required to propose termination by serving the Notice Period of three months as laid down in Clause 17, failing which, the Employee shall be liable for payment of penalty to the Employer in the form of last three month's Remuneration payable within 7 days of such violation of Retention Period.



12.3. The Employee furthermore understands that violation of Clause 12.2 shall give every right to the Employer to get the penalty as prescribed in Clause 12.2 executed, so also to seek Redressal of such misconduct from the subsequent Employer of the Employee and further to take such civil / criminal action prescribed in law against the Employee.

12.4. The Employer may, at discretion and / or upon imposing of penalty as deemed fit upon the Employee, permit revival of employment subject to such terms and Retention Clause as deemed fit by the Employer.

13. Conflict of Interest

13.1. The Employee, during the course of his / her employment with the Employer, shall not, directly or indirectly, participate / engage / enter into or cause to participate / engage / enter into any transaction / business arrangement or promise of transaction / business arrangement, with any such person or entity having or likely to have interests similar to or likely to be similar to that of the Employer, without written consent of the Employer.

13.2. The Employee understands that during the course of his / her employment with the Employer, any business opportunity, demand for service or offer of interest similar to or likely to be similar to that of the interests of the Employer coming to the attention of the Employee shall be considered as business opportunity, demand for service or offer of interest to the Employer.

14. Non-disclosure and Confidentiality

14.1. Confidential information (“Confidential Information”) shall mean and include any information disclosed by the Employer to the Employee, any information relating to its Intellectual Property, Software(s), Database Structure(s), Source Code(s), Source Repositories, Documentation, Manual(s), Company Internet Accounts, Trade Secret(s), Business Model(s), Price(s), Negotiations(s), Client(s), Client(s) Records, Staff(s), Person(s) and / or Entity(s) concerned with the Employer, Accounting Record(s), Report(s), Status Report(s), technical and non-technical information, communications and transactions between the Employer and any Person and / Or Entity, and any other information which the Employer states to be confidential or which appears to be confidential by its nature in the normal course of prudence, although not marked as confidential.

14.2. The Employee understands that the employment with the Employer shall permit him / her a close contact with the Confidential Information of the Employer, and agrees that it is necessary to protect the legitimate business interests along with the rights accruing therefrom of the Employer.

14.3. The Confidential Information shall remain under the ownership and authority of the Employer, and any disclosure of the same shall not amount to grant of any right to the Employee over the Confidential Information.

14.4. The Employee thus undertakes not to disclose or cause to disclose such Confidential Information, directly or indirectly, in any manner whatsoever, to any Person and / or Entity without written consent of the Employer.

15. Non-competition, non-solicitation and non-harassment

15.1. The Employee covenants not to have been engaged in any other employment, business activity or arrangement of any nature whatsoever, whether written or oral, while engaged with the Employer that might interfere with the performance of duties for the Employer or cause a conflict of interest with the interests of the Employer.

15.2. The Employee also undertakes not to indulge in any trade or profession competitive to the nature of engagement with the Employer and to the aims and objectives of the Employer during the period of engagement with the Employer, and for a further period of 9 months after the Termination thereof, regardless of the reason for such Termination.

15.3. The Employee also undertakes that during the period of employment with the Employer and for 9 months after the Termination thereof, regardless of the reason for such Termination, he / she shall not solicit or attempt to solicit, directly or indirectly, any of the Customers, Customer Prospects, Vendors, Employees, Agents or any person(s) whatsoever related to the Employer of business of the Employer.

15.4. The Employee also undertakes that during the period of employment with the Employer and even after the Termination thereof, regardless of the reason for such Termination, he / she shall not harass or attempt to harass, directly or indirectly, any of the Customers, Customer Prospects, Vendors, Employees, Agents or any person(s) whatsoever related to the Employer of business of the Employer.

16. Liabilities

The Employee shall be liable for his / her actions and / or omissions causing any loss / damage to the Employer or any Person and / or Entity.

17. Termination

17.1. The Employer may, upon just cause, terminate employment with the Employee without Notice or as may be permitted by law.

17.2. The Employee may, upon such just cause and upon serving the Employer with due Notice of three months, propose to terminate employment with the Employer.

17.3. During the aforesaid Notice period, the Employee shall fulfill all his / her responsibilities and shall smoothly handover the same to the Employer as per the requirement and instructions of the Employer.

17.4. The Employer may require the Employee to train and develop a replacement of the Employee prior to termination of his / her employment and the Employee shall be bound to accomplish the same.

Branch Office: Bengaluru
Climber Knowledge and Careers Pvt. Ltd,
Third Floor, Classic Arena Hosur Rd,
AECS Layout- A Block, Singasandra,
Bengaluru, Karnataka- 560068
CIN: U93000MH2016PTC273870

support@mycaptain.in
1800 121 676767



17.5. The Employer and Employee both understand that execution of duties and obligations on either part shall not cease or be affected in any manner whatsoever upon service of Notice for termination till the date of actual termination of said employment.

18. Disputes Redressal

Any dispute arising out of or in connection with the employment of the Employee shall be intimated by disputing Party to the other Party for amicable resolution within subsequent 15 days, and if such dispute is not so resolved, the disputing Party shall be entitled to initiate Arbitration proceedings in that regard upon serving the other Party with a Notice of 15 days, and the Employer shall accordingly appoint sole Arbitrator to govern the Arbitral Tribunal at Bangalore, India, as per the Indian Arbitration and Conciliation Act, 1996, for resolution of such dispute.

With the above terms and conditions, kindly give us your acceptance. We hope you have a great learning experience with us.

For the Climber Knowledge and Careers Private Limited,

Anush Ramachandran,
Operations Manager.

I, P TARUN ISHWAR have received this Letter of Appointment and I hereby accept aforesaid Terms of this Letter of Appointment.

Bangalore.

Dated: _____

Name & Signature





ANNEXURE A

Business Development Executive G3		
Components	Per month (INR)	Annual (INR)
Base Salary	16,000/-	1,92,000/-
House Rent Allowance (HRA)	5,000/-	60,000/-
Other allowance including flexible components	1,000/-	12,000/-
Performance based Incentive (Variable)	upto 8,000/-	upto 96,000/-
Fixed compensation (In Hand)	22,000/-	2,64,000/-
Cost to Company (CTC)		3,20,000/- to 3,60,000/-

Business Development Executive G2		
Components	Per month (INR)	Annual (INR)
Base Salary	19,440/-	2,33,280/-
House Rent Allowance (HRA)	6,210/-	74,520/-
Other allowance including flexible components	1,350/-	16,200/-
Performance based Incentive (Variable)	upto 6,333/-	upto 76,000/-
Fixed compensation (In Hand)	27,000/-	3,24,000/-
Cost to Company (CTC)		3,60,000/- to 4,00,000/-

Business Development Executive G1		
Components	Per month (INR)	Annual (INR)
Base Salary	22,600/-	2,71,200/-
House Rent Allowance (HRA)	6,900/-	82,800/-
Other allowance including flexible components	2,500/-	30,000/-
Performance based Incentive (Variable)	upto 7,500/-	upto 90,000/-
Fixed compensation (In Hand)	32,000/-	3,84,000/-
Cost to Company (CTC)		4,00,000/- to 4,50,000/-



23rd November 2020

LETTER OF APPOINTMENT

To,
NANDEESH N

Subject: Appointment for the Job Title of Business Development Executive.

With reference to your interview with the Climber Knowledge and Careers Private Limited (“**Employer**”), we are pleased to inform you that you, Mr./Ms. NANDEESH N (“**Employee**”), have been Selected for the Job Title of “Business Development Executive” in our Company, upon Terms as laid down below:

1. Joining Date

The Employee shall commence employment with the Employer as per discussion you will report to the Company and the joining date will be shortly communicated by the company.

2. Documents and Information

2.1. The Employee shall, on the Joining Date, submit his / her 10th and 12th standard Original Mark Sheets and the same shall be under the custody and possession of the Employer until Termination of employment for any reason whatsoever.

2.2. The Employee understands that if, during the Term of the Employment Contract, he / she requires the said Original Mark Sheets from the Employer for any reason whatsoever, the Employee shall make arrangements to submit an alternative Original Document as required by the Employer and only then such Mark Sheets shall be released by the Employer.

2.3. The Employee shall disclose to the Employer any illegal acts committed by him / her before joining employment and / or any civil / criminal litigation pending against him / her.

3. Employment Contract and its Term

The Employee shall execute an Employment Contract with the Employer for a period of one year, hereinafter referred to as the “Term”, and the said Employment Contract shall be in consonance with the Terms of this Letter of Appointment.

4. Job Title and Description

4.1. The Employee shall be appointed for the Job Title of “**Business Development Executive**”, subject to change, promotion, or relegation to the satisfaction of and with prior notice from the Employer.


REGISTRAR




4.2. The Responsibilities and Duties of the Employee as Business Development Executive shall be as follows –

4.2.1. Recruitment and Training of Campus Ambassadors from Universities across the country – Our Campus Ambassadorships are the largest in India, with a presence in more than 800 plus Colleges. To make sure MyCaptain expands into more and more Colleges / Schools, you are supposed to recruit, train and build the Campus Ambassadors to spread MyCaptain’s Passion Revolution!

4.2.2. Partnering with Universities / Colleges and Schools to drive MyCaptain programs –

We also partner with Colleges and Schools for Offline and Online learning experiences. We conduct events, boot camps, competitions, and build ton, for brilliant learning experiences. You will play a pivotal role in organizing, conducting and managing such partnerships and collaborations.

4.2.3. Effective follow up with inbound and outbound lead calls, making presentation of prospects and closing the sales.

4.2.4. Market Research –

Market research is an essential part of your recruiting and training Campus Ambassadors from Universities across the Country. This is where you understand what the Students of that city are passionate about, and how to fill the gap between the jobs they are looking for and the skills that they need for the same.

4.2.5. Leading Expansions in New Markets –

Expanding into newer Colleges / Universities / Schools to achieve deeper Market penetration in specific cities. This is done by conducting Market research, recruiting and training campus ambassadors, and helping Market MyCaptain in those cities/colleges.

4.2.6. Continuous improvement on conversion rates by fine-tuning of sales pitches, cross-selling, upselling, and understanding prospect - product fit.

4.3. The Employee undertakes to perform the aforementioned Responsibilities and Duties with diligence, promptness and to the best of his / her skills.

4.4. The Employee also undertakes to perform all such tasks required to be performed during the course of performance of the aforementioned responsibilities and duties.

4.5. The Employee also undertakes to perform all such tasks that are reasonably expected and instructed by the Employer during the course of his / her employment.

5. Training Period

The Employee shall be under the training period for a period of 3 months (three months) from the Joining Date, hereinafter referred to as the “Training Period”. The company reserves the right to terminate the tenure of the job upon performance or behavioral grounds.





During the training/probationary period for matters related to discipline or performance, the Company reserves the right to take action in accordance with the policy of the company. The salary during the months of probation will solely be dependent on performance.

6. Place of Work

6.1. The Employee's primary place of work shall be at the office of the Employer situated at 3rd Floor, Classic Arena, Hosur Road, Singasandra, Bangalore.

6.2. The Employee may, if such need arises, be required to attend meetings, follow-ups and service-issues at places required by the Clients of the Employer.

6.3. The Employee may, if such need arises, be required to take along with himself / herself the assigned work for completion, either in cases of emergency or in case of failure of the Employee to complete such work within stipulated deadlines.

7. Time of Work

The Employee shall be required to work at the aforesaid place of work for 6 Business Days in a month, i.e. from Monday to Saturday, starting from 11:30 AM to 8:30 PM, however, if such need arises, he shall be required to work for additional hours and / or days beyond such Business Days and time, upon such requirement and authorization by the Employer.

8. Remuneration

8.1. The Employee shall receive a monthly remuneration **upto Rs. 18,000/- (Rupees eighteen thousand only)** performance based during the Training Period.

8.2. After the Training Period, the Employee shall receive a monthly remuneration on the basis of his / her performance under the category of **Business Development Executive G3 and promoted to Business Development Executive G2, and Business Development Executive G1** , as illustrated under **Annexure A**, annexed hereto.

8.3. The Employee understands that the above mentioned Remuneration shall be subject to incentives or deductions on the basis of performance of the Employee, at the discretion of the Employer not subject to any challenge or dispute.

9. Benefits

9.1. The Employee shall be entitled to benefits as required by the law and shall further be entitled to discretionary benefits as offered by the Employer as per the prevailing benefits offered at the relevant time.

9.2. The Employee understands that the benefits offered by law and / or by the Employer shall be subject to change without any prior notice.





10. Compensation

10.1. The Employee shall be entitled to compensation as prescribed under the law prevailing at the relevant time.

10.2. The Employee however understands that no compensation shall be payable for the loss(es) incurred by the Employee arising out of his / her own action or omission causing such loss(es).

10.3. The Employee further understands that the Employer shall not be liable to compensate the Employee for any loss(es) caused due to action or omission on the part of Co-Employee(s), Client(s) of the Employer and / or any Person not authorized by the Employer.

11. Leave and Holidays

11.1. The Employee shall, after the Training Period is over and until Termination of the Employee, be entitled to receive 12 Paid Leaves in each calendar year.

11.2. Commencing from the Joining Date and continuing until the date of Termination, for each calendar year, the Employee shall be entitled to 12 Sick Leaves during the year.

11.3. The Employee shall be entitled to redeem only 1 Sick Leave in one month out of the aforesaid 12 Sick Leaves.

11.4. The Employee may be granted more than 1 Sick Leave in one month owing to unforeseen circumstances like physical / mental incapacity, health requirements or otherwise, only at the discretion of the Employer and subject to submission of a valid Medical Certificate by the Employee.

11.5. The Employee understands that the grant of such Paid Leave or Sick Leave, in all circumstances, rests at the sole discretion of the Employer not subject to any challenge or dispute.

11.6. The Employee shall be entitled to holiday on National Holidays only.

12. Retention

12.1. The Employee understands that the Employer shall take efforts, engage resources, and spend time on development and training of the Employee while in employment with the Employer and undertakes to remain in employment with the Employer for a minimum period of one year starting from the Joining Date, hereinafter referred to as the "Retention Period".

12.2. The Employee understands that if the Employee is not able to remain in employment for the Retention Period and is required to terminate employment before such Period for any unforeseen circumstances, the Employee shall be required to propose termination by serving the Notice Period of three months as laid down in Clause 17, failing which, the Employee shall be liable for payment of penalty to the Employer in the form of last three month's Remuneration payable within 7 days of such violation of Retention Period.



12.3. The Employee furthermore understands that violation of Clause 12.2 shall give every right to the Employer to get the penalty as prescribed in Clause 12.2 executed, so also to seek Redressal of such misconduct from the subsequent Employer of the Employee and further to take such civil / criminal action prescribed in law against the Employee.

12.4. The Employer may, at discretion and / or upon imposing of penalty as deemed fit upon the Employee, permit revival of employment subject to such terms and Retention Clause as deemed fit by the Employer.

13. Conflict of Interest

13.1. The Employee, during the course of his / her employment with the Employer, shall not, directly or indirectly, participate / engage / enter into or cause to participate / engage / enter into any transaction / business arrangement or promise of transaction / business arrangement, with any such person or entity having or likely to have interests similar to or likely to be similar to that of the Employer, without written consent of the Employer.

13.2. The Employee understands that during the course of his / her employment with the Employer, any business opportunity, demand for service or offer of interest similar to or likely to be similar to that of the interests of the Employer coming to the attention of the Employee shall be considered as business opportunity, demand for service or offer of interest to the Employer.

14. Non-disclosure and Confidentiality

14.1. Confidential information (“Confidential Information”) shall mean and include any information disclosed by the Employer to the Employee, any information relating to its Intellectual Property, Software(s), Database Structure(s), Source Code(s), Source Repositories, Documentation, Manual(s), Company Internet Accounts, Trade Secret(s), Business Model(s), Price(s), Negotiations(s), Client(s), Client(s) Records, Staff(s), Person(s) and / or Entity(s) concerned with the Employer, Accounting Record(s), Report(s), Status Report(s), technical and non-technical information, communications and transactions between the Employer and any Person and / Or Entity, and any other information which the Employer states to be confidential or which appears to be confidential by its nature in the normal course of prudence, although not marked as confidential.

14.2. The Employee understands that the employment with the Employer shall permit him / her a close contact with the Confidential Information of the Employer, and agrees that it is necessary to protect the legitimate business interests along with the rights accruing therefrom of the Employer.

14.3. The Confidential Information shall remain under the ownership and authority of the Employer, and any disclosure of the same shall not amount to grant of any right to the Employee over the Confidential Information.

14.4. The Employee thus undertakes not to disclose or cause to disclose such Confidential Information, directly or indirectly, in any manner whatsoever, to any Person and / or Entity without written consent of the Employer.



15. Non-competition, non-solicitation and non-harassment

15.1. The Employee covenants not to have been engaged in any other employment, business activity or arrangement of any nature whatsoever, whether written or oral, while engaged with the Employer that might interfere with the performance of duties for the Employer or cause a conflict of interest with the interests of the Employer.

15.2. The Employee also undertakes not to indulge in any trade or profession competitive to the nature of engagement with the Employer and to the aims and objectives of the Employer during the period of engagement with the Employer, and for a further period of 9 months after the Termination thereof, regardless of the reason for such Termination.

15.3. The Employee also undertakes that during the period of employment with the Employer and for 9 months after the Termination thereof, regardless of the reason for such Termination, he / she shall not solicit or attempt to solicit, directly or indirectly, any of the Customers, Customer Prospects, Vendors, Employees, Agents or any person(s) whatsoever related to the Employer of business of the Employer.

15.4. The Employee also undertakes that during the period of employment with the Employer and even after the Termination thereof, regardless of the reason for such Termination, he / she shall not harass or attempt to harass, directly or indirectly, any of the Customers, Customer Prospects, Vendors, Employees, Agents or any person(s) whatsoever related to the Employer of business of the Employer.

16. Liabilities

The Employee shall be liable for his / her actions and / or omissions causing any loss / damage to the Employer or any Person and / or Entity.

17. Termination

17.1. The Employer may, upon just cause, terminate employment with the Employee without Notice or as may be permitted by law.

17.2. The Employee may, upon such just cause and upon serving the Employer with due Notice of three months, propose to terminate employment with the Employer.

17.3. During the aforesaid Notice period, the Employee shall fulfill all his / her responsibilities and shall smoothly handover the same to the Employer as per the requirement and instructions of the Employer.

17.4. The Employer may require the Employee to train and develop a replacement of the Employee prior to termination of his / her employment and the Employee shall be bound to accomplish the same.

Branch Office: Bengaluru
Climber Knowledge and Careers Pvt. Ltd,
Third Floor, Classic Arena Hosur Rd,
AECS Layout- A Block, Singasandra,
Bengaluru, Karnataka- 560068
CIN: U93000MH2016PTC273870

support@mycaptain.in
1800 121 676767



17.5. The Employer and Employee both understand that execution of duties and obligations on either part shall not cease or be affected in any manner whatsoever upon service of Notice for termination till the date of actual termination of said employment.

18. Disputes Redressal

Any dispute arising out of or in connection with the employment of the Employee shall be intimated by disputing Party to the other Party for amicable resolution within subsequent 15 days, and if such dispute is not so resolved, the disputing Party shall be entitled to initiate Arbitration proceedings in that regard upon serving the other Party with a Notice of 15 days, and the Employer shall accordingly appoint sole Arbitrator to govern the Arbitral Tribunal at Bangalore, India, as per the Indian Arbitration and Conciliation Act, 1996, for resolution of such dispute.

With the above terms and conditions, kindly give us your acceptance. We hope you have a great learning experience with us.

For the Climber Knowledge and Careers Private Limited,

Anush Ramachandran,
Operations Manager.

I, NANDEESH N _____ have received this Letter of Appointment and I hereby accept aforesaid Terms of this Letter of Appointment.

Bangalore.

Dated: _____

Name & Signature



ANNEXURE A

Business Development Executive G3		
Components	Per month (INR)	Annual (INR)
Base Salary	16,000/-	1,92,000/-
House Rent Allowance (HRA)	5,000/-	60,000/-
Other allowance including flexible components	1,000/-	12,000/-
Performance based Incentive (Variable)	upto 8,000/-	upto 96,000/-
Fixed compensation (In Hand)	22,000/-	2,64,000/-
Cost to Company (CTC)		3,20,000/- to 3,60,000/-

Business Development Executive G2		
Components	Per month (INR)	Annual (INR)
Base Salary	19,440/-	2,33,280/-
House Rent Allowance (HRA)	6,210/-	74,520/-
Other allowance including flexible components	1,350/-	16,200/-
Performance based Incentive (Variable)	upto 6,333/-	upto 76,000/-
Fixed compensation (In Hand)	27,000/-	3,24,000/-
Cost to Company (CTC)		3,60,000/- to 4,00,000/-

Business Development Executive G1		
Components	Per month (INR)	Annual (INR)
Base Salary	22,600/-	2,71,200/-
House Rent Allowance (HRA)	6,900/-	82,800/-
Other allowance including flexible components	2,500/-	30,000/-
Performance based Incentive (Variable)	upto 7,500/-	upto 90,000/-
Fixed compensation (In Hand)	32,000/-	3,84,000/-
Cost to Company (CTC)		4,00,000/- to 4,50,000/-



23rd November 2020

LETTER OF APPOINTMENT

To,
HARSHITA P J

Subject: Appointment for the Job Title of Business Development Executive.

With reference to your interview with the Climber Knowledge and Careers Private Limited (“**Employer**”), we are pleased to inform you that you, Mr./Ms. HARSHITA P J (“**Employee**”), have been Selected for the Job Title of “Business Development Executive” in our Company, upon Terms as laid down below:

1. Joining Date

The Employee shall commence employment with the Employer as per discussion you will report to the Company and the joining date will be shortly communicated by the company.

2. Documents and Information

2.1. The Employee shall, on the Joining Date, submit his / her 10th and 12th standard Original Mark Sheets and the same shall be under the custody and possession of the Employer until Termination of employment for any reason whatsoever.

2.2. The Employee understands that if, during the Term of the Employment Contract, he / she requires the said Original Mark Sheets from the Employer for any reason whatsoever, the Employee shall make arrangements to submit an alternative Original Document as required by the Employer and only then such Mark Sheets shall be released by the Employer.

2.3. The Employee shall disclose to the Employer any illegal acts committed by him / her before joining employment and / or any civil / criminal litigation pending against him / her.

3. Employment Contract and its Term

The Employee shall execute an Employment Contract with the Employer for a period of one year, hereinafter referred to as the “Term”, and the said Employment Contract shall be in consonance with the Terms of this Letter of Appointment.

4. Job Title and Description

4.1. The Employee shall be appointed for the Job Title of “**Business Development Executive**”, subject to change, promotion, or relegation to the satisfaction of and with prior notice from the Employer.





4.2. The Responsibilities and Duties of the Employee as Business Development Executive shall be as follows –

4.2.1. Recruitment and Training of Campus Ambassadors from Universities across the country – Our Campus Ambassadorships are the largest in India, with a presence in more than 800 plus Colleges. To make sure MyCaptain expands into more and more Colleges / Schools, you are supposed to recruit, train and build the Campus Ambassadors to spread MyCaptain’s Passion Revolution!

4.2.2. Partnering with Universities / Colleges and Schools to drive MyCaptain programs –

We also partner with Colleges and Schools for Offline and Online learning experiences. We conduct events, boot camps, competitions, and build ton, for brilliant learning experiences. You will play a pivotal role in organizing, conducting and managing such partnerships and collaborations.

4.2.3. Effective follow up with inbound and outbound lead calls, making presentation of prospects and closing the sales.

4.2.4. Market Research –

Market research is an essential part of your recruiting and training Campus Ambassadors from Universities across the Country. This is where you understand what the Students of that city are passionate about, and how to fill the gap between the jobs they are looking for and the skills that they need for the same.

4.2.5. Leading Expansions in New Markets –

Expanding into newer Colleges / Universities / Schools to achieve deeper Market penetration in specific cities. This is done by conducting Market research, recruiting and training campus ambassadors, and helping Market MyCaptain in those cities/colleges.

4.2.6. Continuous improvement on conversion rates by fine-tuning of sales pitches, cross-selling, upselling, and understanding prospect - product fit.

4.3. The Employee undertakes to perform the aforementioned Responsibilities and Duties with diligence, promptness and to the best of his / her skills.

4.4. The Employee also undertakes to perform all such tasks required to be performed during the course of performance of the aforementioned responsibilities and duties.

4.5. The Employee also undertakes to perform all such tasks that are reasonably expected and instructed by the Employer during the course of his / her employment.

5. Training Period

The Employee shall be under the training period for a period of 3 months (three months) from the Joining Date, hereinafter referred to as the “Training Period”. The company reserves the right to terminate the tenure of the job upon performance or behavioral grounds.





During the training/probationary period for matters related to discipline or performance, the Company reserves the right to take action in accordance with the policy of the company. The salary during the months of probation will solely be dependent on performance.

6. Place of Work

6.1. The Employee's primary place of work shall be at the office of the Employer situated at 3rd Floor, Classic Arena, Hosur Road, Singasandra, Bangalore.

6.2. The Employee may, if such need arises, be required to attend meetings, follow-ups and service-issues at places required by the Clients of the Employer.

6.3. The Employee may, if such need arises, be required to take along with himself / herself the assigned work for completion, either in cases of emergency or in case of failure of the Employee to complete such work within stipulated deadlines.

7. Time of Work

The Employee shall be required to work at the aforesaid place of work for 6 Business Days in a month, i.e. from Monday to Saturday, starting from 11:30 AM to 8:30 PM, however, if such need arises, he shall be required to work for additional hours and / or days beyond such Business Days and time, upon such requirement and authorization by the Employer.

8. Remuneration

8.1. The Employee shall receive a monthly remuneration **upto Rs. 18,000/- (Rupees eighteen thousand only)** performance based during the Training Period.

8.2. After the Training Period, the Employee shall receive a monthly remuneration on the basis of his / her performance under the category of **Business Development Executive G3 and promoted to Business Development Executive G2, and Business Development Executive G1** , as illustrated under **Annexure A**, annexed hereto.

8.3. The Employee understands that the above mentioned Remuneration shall be subject to incentives or deductions on the basis of performance of the Employee, at the discretion of the Employer not subject to any challenge or dispute.

9. Benefits

9.1. The Employee shall be entitled to benefits as required by the law and shall further be entitled to discretionary benefits as offered by the Employer as per the prevailing benefits offered at the relevant time.

9.2. The Employee understands that the benefits offered by law and / or by the Employer shall be subject to change without any prior notice.





10. Compensation

10.1. The Employee shall be entitled to compensation as prescribed under the law prevailing at the relevant time.

10.2. The Employee however understands that no compensation shall be payable for the loss(es) incurred by the Employee arising out of his / her own action or omission causing such loss(es).

10.3. The Employee further understands that the Employer shall not be liable to compensate the Employee for any loss(es) caused due to action or omission on the part of Co-Employee(s), Client(s) of the Employer and / or any Person not authorized by the Employer.

11. Leave and Holidays

11.1. The Employee shall, after the Training Period is over and until Termination of the Employee, be entitled to receive 12 Paid Leaves in each calendar year.

11.2. Commencing from the Joining Date and continuing until the date of Termination, for each calendar year, the Employee shall be entitled to 12 Sick Leaves during the year.

11.3. The Employee shall be entitled to redeem only 1 Sick Leave in one month out of the aforesaid 12 Sick Leaves.

11.4. The Employee may be granted more than 1 Sick Leave in one month owing to unforeseen circumstances like physical / mental incapacity, health requirements or otherwise, only at the discretion of the Employer and subject to submission of a valid Medical Certificate by the Employee.

11.5. The Employee understands that the grant of such Paid Leave or Sick Leave, in all circumstances, rests at the sole discretion of the Employer not subject to any challenge or dispute.

11.6. The Employee shall be entitled to holiday on National Holidays only.

12. Retention

12.1. The Employee understands that the Employer shall take efforts, engage resources, and spend time on development and training of the Employee while in employment with the Employer and undertakes to remain in employment with the Employer for a minimum period of one year starting from the Joining Date, hereinafter referred to as the "Retention Period".

12.2. The Employee understands that if the Employee is not able to remain in employment for the Retention Period and is required to terminate employment before such Period for any unforeseen circumstances, the Employee shall be required to propose termination by serving the Notice Period of three months as laid down in Clause 17, failing which, the Employee shall be liable for payment of penalty to the Employer in the form of last three month's Remuneration payable within 7 days of such violation of Retention Period.



12.3. The Employee furthermore understands that violation of Clause 12.2 shall give every right to the Employer to get the penalty as prescribed in Clause 12.2 executed, so also to seek Redressal of such misconduct from the subsequent Employer of the Employee and further to take such civil / criminal action prescribed in law against the Employee.

12.4. The Employer may, at discretion and / or upon imposing of penalty as deemed fit upon the Employee, permit revival of employment subject to such terms and Retention Clause as deemed fit by the Employer.

13. Conflict of Interest

13.1. The Employee, during the course of his / her employment with the Employer, shall not, directly or indirectly, participate / engage / enter into or cause to participate / engage / enter into any transaction / business arrangement or promise of transaction / business arrangement, with any such person or entity having or likely to have interests similar to or likely to be similar to that of the Employer, without written consent of the Employer.

13.2. The Employee understands that during the course of his / her employment with the Employer, any business opportunity, demand for service or offer of interest similar to or likely to be similar to that of the interests of the Employer coming to the attention of the Employee shall be considered as business opportunity, demand for service or offer of interest to the Employer.

14. Non-disclosure and Confidentiality

14.1. Confidential information (“Confidential Information”) shall mean and include any information disclosed by the Employer to the Employee, any information relating to its Intellectual Property, Software(s), Database Structure(s), Source Code(s), Source Repositories, Documentation, Manual(s), Company Internet Accounts, Trade Secret(s), Business Model(s), Price(s), Negotiations(s), Client(s), Client(s) Records, Staff(s), Person(s) and / or Entity(s) concerned with the Employer, Accounting Record(s), Report(s), Status Report(s), technical and non-technical information, communications and transactions between the Employer and any Person and / Or Entity, and any other information which the Employer states to be confidential or which appears to be confidential by its nature in the normal course of prudence, although not marked as confidential.

14.2. The Employee understands that the employment with the Employer shall permit him / her a close contact with the Confidential Information of the Employer, and agrees that it is necessary to protect the legitimate business interests along with the rights accruing therefrom of the Employer.

14.3. The Confidential Information shall remain under the ownership and authority of the Employer, and any disclosure of the same shall not amount to grant of any right to the Employee over the Confidential Information.

14.4. The Employee thus undertakes not to disclose or cause to disclose such Confidential Information, directly or indirectly, in any manner whatsoever, to any Person and / or Entity without written consent of the Employer.

15. Non-competition, non-solicitation and non-harassment

15.1. The Employee covenants not to have been engaged in any other employment, business activity or arrangement of any nature whatsoever, whether written or oral, while engaged with the Employer that might interfere with the performance of duties for the Employer or cause a conflict of interest with the interests of the Employer.

15.2. The Employee also undertakes not to indulge in any trade or profession competitive to the nature of engagement with the Employer and to the aims and objectives of the Employer during the period of engagement with the Employer, and for a further period of 9 months after the Termination thereof, regardless of the reason for such Termination.

15.3. The Employee also undertakes that during the period of employment with the Employer and for 9 months after the Termination thereof, regardless of the reason for such Termination, he / she shall not solicit or attempt to solicit, directly or indirectly, any of the Customers, Customer Prospects, Vendors, Employees, Agents or any person(s) whatsoever related to the Employer of business of the Employer.

15.4. The Employee also undertakes that during the period of employment with the Employer and even after the Termination thereof, regardless of the reason for such Termination, he / she shall not harass or attempt to harass, directly or indirectly, any of the Customers, Customer Prospects, Vendors, Employees, Agents or any person(s) whatsoever related to the Employer of business of the Employer.

16. Liabilities

The Employee shall be liable for his / her actions and / or omissions causing any loss / damage to the Employer or any Person and / or Entity.

17. Termination

17.1. The Employer may, upon just cause, terminate employment with the Employee without Notice or as may be permitted by law.

17.2. The Employee may, upon such just cause and upon serving the Employer with due Notice of three months, propose to terminate employment with the Employer.

17.3. During the aforesaid Notice period, the Employee shall fulfill all his / her responsibilities and shall smoothly handover the same to the Employer as per the requirement and instructions of the Employer.

17.4. The Employer may require the Employee to train and develop a replacement of the Employee prior to termination of his / her employment and the Employee shall be bound to accomplish the same.

Branch Office: Bengaluru
Climber Knowledge and Careers Pvt. Ltd,
Third Floor, Classic Arena Hosur Rd,
AECS Layout- A Block, Singasandra,
Bengaluru, Karnataka- 560068
CIN: U93000MH2016PTC273870

support@mycaptain.in
1800 121 676767



17.5. The Employer and Employee both understand that execution of duties and obligations on either part shall not cease or be affected in any manner whatsoever upon service of Notice for termination till the date of actual termination of said employment.

18. Disputes Redressal

Any dispute arising out of or in connection with the employment of the Employee shall be intimated by disputing Party to the other Party for amicable resolution within subsequent 15 days, and if such dispute is not so resolved, the disputing Party shall be entitled to initiate Arbitration proceedings in that regard upon serving the other Party with a Notice of 15 days, and the Employer shall accordingly appoint sole Arbitrator to govern the Arbitral Tribunal at Bangalore, India, as per the Indian Arbitration and Conciliation Act, 1996, for resolution of such dispute.

With the above terms and conditions, kindly give us your acceptance. We hope you have a great learning experience with us.

For the Climber Knowledge and Careers Private Limited,

Anush Ramachandran,
Operations Manager.

I, HARSHITA P J have received this Letter of Appointment and I hereby accept aforesaid Terms of this Letter of Appointment.

Bangalore.

Dated: _____

Name & Signature



ANNEXURE A

Business Development Executive G3		
Components	Per month (INR)	Annual (INR)
Base Salary	16,000/-	1,92,000/-
House Rent Allowance (HRA)	5,000/-	60,000/-
Other allowance including flexible components	1,000/-	12,000/-
Performance based Incentive (Variable)	upto 8,000/-	upto 96,000/-
Fixed compensation (In Hand)	22,000/-	2,64,000/-
Cost to Company (CTC)		3,20,000/- to 3,60,000/-

Business Development Executive G2		
Components	Per month (INR)	Annual (INR)
Base Salary	19,440/-	2,33,280/-
House Rent Allowance (HRA)	6,210/-	74,520/-
Other allowance including flexible components	1,350/-	16,200/-
Performance based Incentive (Variable)	upto 6,333/-	upto 76,000/-
Fixed compensation (In Hand)	27,000/-	3,24,000/-
Cost to Company (CTC)		3,60,000/- to 4,00,000/-

Business Development Executive G1		
Components	Per month (INR)	Annual (INR)
Base Salary	22,600/-	2,71,200/-
House Rent Allowance (HRA)	6,900/-	82,800/-
Other allowance including flexible components	2,500/-	30,000/-
Performance based Incentive (Variable)	upto 7,500/-	upto 90,000/-
Fixed compensation (In Hand)	32,000/-	3,84,000/-
Cost to Company (CTC)		4,00,000/- to 4,50,000/-



23rd November 2020

LETTER OF APPOINTMENT

To,
SUPRIYA H S

Subject: Appointment for the Job Title of Business Development Executive.

With reference to your interview with the Climber Knowledge and Careers Private Limited (“**Employer**”), we are pleased to inform you that you, Mr./Ms. SUPRIYA H S (“**Employee**”), have been Selected for the Job Title of “Business Development Executive” in our Company, upon Terms as laid down below:

1. Joining Date

The Employee shall commence employment with the Employer as per discussion you will report to the Company and the joining date will be shortly communicated by the company.

2. Documents and Information

2.1. The Employee shall, on the Joining Date, submit his / her 10th and 12th standard Original Mark Sheets and the same shall be under the custody and possession of the Employer until Termination of employment for any reason whatsoever.

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REGISTRAR




4.2. The Responsibilities and Duties of the Employee as Business Development Executive shall be as follows –

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5. Training Period

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6. Place of Work

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6.2. The Employee may, if such need arises, be required to attend meetings, follow-ups and service-issues at places required by the Clients of the Employer.

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8. Remuneration

8.1. The Employee shall receive a monthly remuneration **upto Rs. 18,000/- (Rupees eighteen thousand only)** performance based during the Training Period.

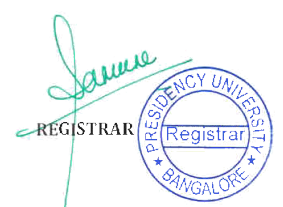
8.2. After the Training Period, the Employee shall receive a monthly remuneration on the basis of his / her performance under the category of **Business Development Executive G3 and promoted to Business Development Executive G2, and Business Development Executive G1** , as illustrated under **Annexure A**, annexed hereto.

8.3. The Employee understands that the above mentioned Remuneration shall be subject to incentives or deductions on the basis of performance of the Employee, at the discretion of the Employer not subject to any challenge or dispute.

9. Benefits

9.1. The Employee shall be entitled to benefits as required by the law and shall further be entitled to discretionary benefits as offered by the Employer as per the prevailing benefits offered at the relevant time.

9.2. The Employee understands that the benefits offered by law and / or by the Employer shall be subject to change without any prior notice.





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11.5. The Employee understands that the grant of such Paid Leave or Sick Leave, in all circumstances, rests at the sole discretion of the Employer not subject to any challenge or dispute.

11.6. The Employee shall be entitled to holiday on National Holidays only.

12. Retention

12.1. The Employee understands that the Employer shall take efforts, engage resources, and spend time on development and training of the Employee while in employment with the Employer and undertakes to remain in employment with the Employer for a minimum period of one year starting from the Joining Date, hereinafter referred to as the "Retention Period".

12.2. The Employee understands that if the Employee is not able to remain in employment for the Retention Period and is required to terminate employment before such Period for any unforeseen circumstances, the Employee shall be required to propose termination by serving the Notice Period of three months as laid down in Clause 17, failing which, the Employee shall be liable for payment of penalty to the Employer in the form of last three month's Remuneration payable within 7 days of such violation of Retention Period.



12.3. The Employee furthermore understands that violation of Clause 12.2 shall give every right to the Employer to get the penalty as prescribed in Clause 12.2 executed, so also to seek Redressal of such misconduct from the subsequent Employer of the Employee and further to take such civil / criminal action prescribed in law against the Employee.

12.4. The Employer may, at discretion and / or upon imposing of penalty as deemed fit upon the Employee, permit revival of employment subject to such terms and Retention Clause as deemed fit by the Employer.

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13.1. The Employee, during the course of his / her employment with the Employer, shall not, directly or indirectly, participate / engage / enter into or cause to participate / engage / enter into any transaction / business arrangement or promise of transaction / business arrangement, with any such person or entity having or likely to have interests similar to or likely to be similar to that of the Employer, without written consent of the Employer.

13.2. The Employee understands that during the course of his / her employment with the Employer, any business opportunity, demand for service or offer of interest similar to or likely to be similar to that of the interests of the Employer coming to the attention of the Employee shall be considered as business opportunity, demand for service or offer of interest to the Employer.

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14.4. The Employee thus undertakes not to disclose or cause to disclose such Confidential Information, directly or indirectly, in any manner whatsoever, to any Person and / or Entity without written consent of the Employer.

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15.1. The Employee covenants not to have been engaged in any other employment, business activity or arrangement of any nature whatsoever, whether written or oral, while engaged with the Employer that might interfere with the performance of duties for the Employer or cause a conflict of interest with the interests of the Employer.

15.2. The Employee also undertakes not to indulge in any trade or profession competitive to the nature of engagement with the Employer and to the aims and objectives of the Employer during the period of engagement with the Employer, and for a further period of 9 months after the Termination thereof, regardless of the reason for such Termination.

15.3. The Employee also undertakes that during the period of employment with the Employer and for 9 months after the Termination thereof, regardless of the reason for such Termination, he / she shall not solicit or attempt to solicit, directly or indirectly, any of the Customers, Customer Prospects, Vendors, Employees, Agents or any person(s) whatsoever related to the Employer of business of the Employer.

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17.3. During the aforesaid Notice period, the Employee shall fulfill all his / her responsibilities and shall smoothly handover the same to the Employer as per the requirement and instructions of the Employer.

17.4. The Employer may require the Employee to train and develop a replacement of the Employee prior to termination of his / her employment and the Employee shall be bound to accomplish the same.

Branch Office: Bengaluru
Climber Knowledge and Careers Pvt. Ltd,
Third Floor, Classic Arena Hosur Rd,
AECS Layout- A Block, Singasandra,
Bengaluru, Karnataka- 560068
CIN: U93000MH2016PTC273870

support@mycaptain.in
1800 121 676767



17.5. The Employer and Employee both understand that execution of duties and obligations on either part shall not cease or be affected in any manner whatsoever upon service of Notice for termination till the date of actual termination of said employment.

18. Disputes Redressal

Any dispute arising out of or in connection with the employment of the Employee shall be intimated by disputing Party to the other Party for amicable resolution within subsequent 15 days, and if such dispute is not so resolved, the disputing Party shall be entitled to initiate Arbitration proceedings in that regard upon serving the other Party with a Notice of 15 days, and the Employer shall accordingly appoint sole Arbitrator to govern the Arbitral Tribunal at Bangalore, India, as per the Indian Arbitration and Conciliation Act, 1996, for resolution of such dispute.

With the above terms and conditions, kindly give us your acceptance. We hope you have a great learning experience with us.

For the Climber Knowledge and Careers Private Limited,

Anush Ramachandran,
Operations Manager.

I, SUPRIYA H S have received this Letter of Appointment and I hereby accept aforesaid Terms of this Letter of Appointment.

Bangalore.

Dated: _____

Name & Signature



ANNEXURE A

Business Development Executive G3		
Components	Per month (INR)	Annual (INR)
Base Salary	16,000/-	1,92,000/-
House Rent Allowance (HRA)	5,000/-	60,000/-
Other allowance including flexible components	1,000/-	12,000/-
Performance based Incentive (Variable)	upto 8,000/-	upto 96,000/-
Fixed compensation (In Hand)	22,000/-	2,64,000/-
Cost to Company (CTC)		3,20,000/- to 3,60,000/-

Business Development Executive G2		
Components	Per month (INR)	Annual (INR)
Base Salary	19,440/-	2,33,280/-
House Rent Allowance (HRA)	6,210/-	74,520/-
Other allowance including flexible components	1,350/-	16,200/-
Performance based Incentive (Variable)	upto 6,333/-	upto 76,000/-
Fixed compensation (In Hand)	27,000/-	3,24,000/-
Cost to Company (CTC)		3,60,000/- to 4,00,000/-

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Components	Per month (INR)	Annual (INR)
Base Salary	22,600/-	2,71,200/-
House Rent Allowance (HRA)	6,900/-	82,800/-
Other allowance including flexible components	2,500/-	30,000/-
Performance based Incentive (Variable)	upto 7,500/-	upto 90,000/-
Fixed compensation (In Hand)	32,000/-	3,84,000/-
Cost to Company (CTC)		4,00,000/- to 4,50,000/-

Date:21/06/2021

Sub:- Letter of Offer

To: Ramineni Vishnu

Thank you for exploring career opportunities with Employment Express Verband LLP.

Basis your interview with us, we are pleased to extend our offer for the position of **“Human Resource Executive”** with us for the process of “ICICI Securities Ltd.”.

As discussed, your compensation in your internship period will be INR 10,000/- including PLI per month for 6 Months i.e internship period. However, please note that the final compensation so offered shall range upto INR 3.5 LPA, subjected to internship performance, discipline, and other criteria discussed by management.

Your tentative joining shall be scheduled for 19th July 2021.

You are requested to send your formal acceptance for this letter within seven days of issue of this letter through mail to company HR (HR@Employmentexpress.net). Failure to do so shall result in withdrawal of selection, and the offer shall be null and void.

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- 2.Pan Card
- 3.Aadhaar Card (front and back) With linked active Mobile Number.
- 4.Educational Mark-sheets & Certificates
- 5.Cancel Cheque/Bank Statement (Anyone)



Auth. Sig.

**ROOM NO. 15, PLOT NO. 22, Near MUNICIPAL SCHOOL, KHERWADI,
BANDRA (E), Mumbai, Maharashtra, India 400051
+91-7905044451, +91-8770132412
info@employmentexpress.net
employmentexpress.net**



Date:21/06/2021

Sub:- Letter of Offer

To: Kishore D K

Thank you for exploring career opportunities with Employment Express Verband LLP.

Basis your interview with us, we are pleased to extend our offer for the position of **“Human Resource Executive”** with us for the process of “ICICI Securities Ltd.”.

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Date:21/06/2021

Sub:- Letter of Offer

To: Suryashree N

Thank you for exploring career opportunities with Employment Express Verband LLP.

Basis your interview with us, we are pleased to extend our offer for the position of **“Human Resource Executive”** with us for the process of “ICICI Securities Ltd.”.

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REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Date:21/06/2021

Sub:- Letter of Offer

To: Nishath Ali M

Thank you for exploring career opportunities with Employment Express Verband LLP.

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Date:21/06/2021

Sub:- Letter of Offer

To: Ramya S

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employmentexpress.net**



Date:21/06/2021

Sub:- Letter of Offer

To: Anilkumar J

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Date:21/06/2021

Sub:- Letter of Offer

To: Deepak A V

Thank you for exploring career opportunities with Employment Express Verband LLP.

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REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Date:21/06/2021

Sub:- Letter of Offer

To: Swati G N

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Date:21/06/2021

Sub:- Letter of Offer

To: Swaroop A S

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Date:21/06/2021

Sub:- Letter of Offer

To: Ranjitha N V

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Date:21/06/2021

Sub:- Letter of Offer

To: Jainkarini S

Thank you for exploring career opportunities with Employment Express Verband LLP.

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Date:21/06/2021

Sub:- Letter of Offer

To: Kunche Mamatha

Thank you for exploring career opportunities with Employment Express Verband LLP.

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HO/HR/TA/3989212

Date:20/05/2021

Abdul Bakshi
Presidency University, Bengaluru
Karnataka - 560064

Dear Abdul Bakshi,

Sub:Offer Letter

With reference to your application and further to the interview and/or subsequent discussion you had with us, we are pleased to offer you the position of 'Executive Trainee' - Grade 'B1'.

By joining ESAF BANK, you will be part of a fast-paced and socially dedicated team that works together to provide 'Joy of Banking to Everyone'. Also, you are committing to the Bank's vision of being India's leading social Bank that offers equal opportunities for the whole society through universal access and financial deepening, thus promoting financial inclusion, livelihood and economic development as a whole. In turn, Bank will be providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

The details of the offer are as follows, and shall be confidential.

You will be on training for a period of 12 months, which may be extended or regularized based on your performance and the successful completion of training will be followed by six months' probation. Your service in the Bank will be confirmed subject to your performance being satisfactory during the probationary period.

Your remuneration will be as follows:

1. Annual Salary would be Rs. 300000.0
2. Apart from the above, you will be eligible for Performance Incentive/ Pay as per Bank's policy, applicable to the Role/Grade.

The emoluments mentioned above are payable as per the policies of the bank, after effecting appropriate and applicable statutory deductions if any.

You shall be eligible for TA & DA and other payments as applicable to the grade, in line with the Bank's policy.

Your initial posting will be at any branch/office anywhere in Across India . However, the Bank reserves the right to transfer you to any Office / Department / Branch of the Bank, in India, that is in existence / or may come into existence at a future date, based on the Bank's business requirements.

You shall give the acceptance of the offer and of the above terms and conditions of employment on receipt of this letter. This offer letter is valid for 7 days from the date of this letter, for acceptance. This offer shall be effective from the date of your joining the Bank.

Your performance will be reviewed on a regular basis as per the performance parameters appropriate to the position mentioned. You will be governed by the rules, regulations and policies laid down by the **ESAF Bank** from time to time, and as applicable to your position.

Notwithstanding anything contained herein, if you are found to be indulging in any act of commission/omission that may be prejudicial to the interests of the Bank, violation of its code of conduct and/or policies, such act shall warrant disciplinary action, as deemed fit by the Bank.

Your appointment is subject to the necessary verifications / NOCs / receipt of Experience and Conduct certificate from your present/previous employers and receiving satisfactory references.

The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and in case of any dispute arising out of the same, the Courts at Thiruvananthapuram will have exclusive jurisdiction.

You are requested to produce the documents as per the Annexure 1, at the time of joining. Please note that you

S. Srinivas
REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE

are required to join the Bank as per the date, agreed in our discussion.

We welcome you to ESAF Small Finance Bank and look forward to your valuable contribution in scaling ESAF Bank to greater heights.

Yours sincerely,



Dr. Jose AV
Head HR

Compensation Particular	Monthly	Annual
(A) Fixed Monthly Pay - EARNINGS		
Basic Pay	12400	148800.0
House Rent Allowance	2480	29760.0
Dearness Allowance	2000	24000.0
Conveyance Allowance	0	0.0
Medical Allowance	0	0.0
Periodicals / Self Development Allowance	0	0.0
Food allowance/Coupons	0	0.0
LTA	0	0.0
Special Allowance	4450	53396.0
Total (A)	21330	255956.0
Fixed Monthly Pay - DEDUCTIONS		
Provident Fund - Employee	1728	20736.0
Professional Tax	0	0.0
Charity Fund	124	1488.0
ESWT Fund Contribution	124	1488.0
ESWT Membership - Rs.1000/- **	0	0.0
Let Them Smile (Voluntary)	0	0.0
Staff Advance (if taken)	0	0.0
Death Fund	0	0.0
TDS	0	0.0
Total Recovery	1976	23712.0
Net Salary Credit to Bank A/c	19354	232244.0
(B) Annual Pay		
Bonus	583	7000.0
Total (B)	583	7000.0
(C) Retiral & Other Benefits (Employer Contribution)		
Provident Fund - Employer	1728	20736.0
Medical Insurance	667	8000.0
Leave Surrender	0	0.0
Gratuity	692	8308.0
Total (C)	3087	37044.0
Cost To Company (A+B+C)	25000	300000.0

1. Incentives are paid to Employees in Business Stream as approved from time to time
2. Performance Pay upto 10% of Gross will be paid to staff in other Streams based on Bank's, Department's and Individual's annual performance
3. Employees Deposit Linked Insurance Scheme on Normal Death.
4. Group Term Life Insurance (for spouse also)
5. Death Benefit from Staff Welfare Trust
6. Future Gratuity benefits.
7. ESAF CUG facility.
8. Car Component as per Car Policy of the Bank
9. Changes as per bank policy will be incorporated time to time


REGISTRAR


- NB: 1. 1% of Basic salary will be deducted towards ESAF charity Fund meant for the charitable activities conducted by ESAF Society (eligible for 80G deduction under Income Tax Act)
2. 1% of Basic salary will be deducted towards ESAF Staff Welfare Fund meant for the employees of ESAF group
3. Applicable TDS will be effected on the salary.

ESAF SMALL FINANCE BANK LIMITED

RBI License no: MUM 124, CIN: U65990KL2016PLCO45669

Registered & Corporate Office: ESAF Small Finance Bank Limited, Building No. VII/83/8, ESAF Bhavan, Mannuthy, Thrissur- Palakad National Highway, Thrissur- 680 651, Kerala

Ph. No: 0487 7123456, 123457, Email: customercare@esafbank.com, www.esafbank.com

Jane
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

HO/HR/TA/3989245

Date:20/05/2021

Sachin Hubballi
Presidency University, Bengaluru
Karnataka - 560064

Dear Sachin Hubballi,

Sub: Offer Letter

With reference to your application and further to the interview and/or subsequent discussion you had with us, we are pleased to offer you the position of 'Executive Trainee' - Grade 'B1'.

By joining ESAF BANK, you will be part of a fast-paced and socially dedicated team that works together to provide 'Joy of Banking to Everyone'. Also, you are committing to the Bank's vision of being India's leading social Bank that offers equal opportunities for the whole society through universal access and financial deepening, thus promoting financial inclusion, livelihood and economic development as a whole. In turn, Bank will be providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

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You will be on training for a period of 12 months, which may be extended or regularized based on your performance and the successful completion of training will be followed by six months' probation. Your service in the Bank will be confirmed subject to your performance being satisfactory during the probationary period.

Your remuneration will be as follows:

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Your initial posting will be at any branch/office anywhere in Across India . However, the Bank reserves the right to transfer you to any Office / Department / Branch of the Bank, in India, that is in existence / or may come into existence at a future date, based on the Bank's business requirements.

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Yours sincerely,



Dr. Jose AV
Head HR

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Dearness Allowance	2000	24000.0
Conveyance Allowance	0	0.0
Medical Allowance	0	0.0
Periodicals / Self Development Allowance	0	0.0
Food allowance/Coupons	0	0.0
LTA	0	0.0
Special Allowance	4450	53396.0
Total (A)	21330	255956.0
Fixed Monthly Pay - DEDUCTIONS		
Provident Fund - Employee	1728	20736.0
Professional Tax	0	0.0
Charity Fund	124	1488.0
ESWT Fund Contribution	124	1488.0
ESWT Membership - Rs.1000/- **	0	0.0
Let Them Smile (Voluntary)	0	0.0
Staff Advance (if taken)	0	0.0
Death Fund	0	0.0
TDS	0	0.0
Total Recovery	1976	23712.0
Net Salary Credit to Bank A/c	19354	232244.0
(B) Annual Pay		
Bonus	583	7000.0
Total (B)	583	7000.0
(C) Retiral & Other Benefits (Employer Contribution)		
Provident Fund - Employer	1728	20736.0
Medical Insurance	667	8000.0
Leave Surrender	0	0.0
Gratuity	692	8308.0
Total (C)	3087	37044.0
Cost To Company (A+B+C)	25000	300000.0

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REGISTRAR


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RBI License no: MUM 124, CIN: U65990KL2016PLCO45669

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Ph. No: 0487 7123456, 123457, Email: customercare@esafbank.com, www.esafbank.com

Janu
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

HO/HR/TA/3989270

Date:20/05/2021

Zaid Ahmed N
Presidency University, Bengaluru
Karnataka - 560064

Dear Zaid Ahmed N,

Sub: Offer Letter

With reference to your application and further to the interview and/or subsequent discussion you had with us, we are pleased to offer you the position of 'Executive Trainee' - Grade 'B1'.

By joining ESAF BANK, you will be part of a fast-paced and socially dedicated team that works together to provide 'Joy of Banking to Everyone'. Also, you are committing to the Bank's vision of being India's leading social Bank that offers equal opportunities for the whole society through universal access and financial deepening, thus promoting financial inclusion, livelihood and economic development as a whole. In turn, Bank will be providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

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You will be on training for a period of 12 months, which may be extended or regularized based on your performance and the successful completion of training will be followed by six months' probation. Your service in the Bank will be confirmed subject to your performance being satisfactory during the probationary period.

Your remuneration will be as follows:

1. Annual Salary would be Rs. 300000.0
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The emoluments mentioned above are payable as per the policies of the bank, after effecting appropriate and applicable statutory deductions if any.

You shall be eligible for TA & DA and other payments as applicable to the grade, in line with the Bank's policy.

Your initial posting will be at any branch/office anywhere in Across India . However, the Bank reserves the right to transfer you to any Office / Department / Branch of the Bank, in India, that is in existence / or may come into existence at a future date, based on the Bank's business requirements.

You shall give the acceptance of the offer and of the above terms and conditions of employment on receipt of this letter. This offer letter is valid for 7 days from the date of this letter, for acceptance. This offer shall be effective from the date of your joining the Bank.

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Notwithstanding anything contained herein, if you are found to be indulging in any act of commission/omission that may be prejudicial to the interests of the Bank, violation of its code of conduct and/or policies, such act shall warrant disciplinary action, as deemed fit by the Bank.

Your appointment is subject to the necessary verifications / NOCs / receipt of Experience and Conduct certificate from your present/previous employers and receiving satisfactory references.

The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and in case of any dispute arising out of the same, the Courts at Thiruvananthapuram will have exclusive jurisdiction.

You are requested to produce the documents as per the Annexure 1, at the time of joining. Please note that you

[Signature]
REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE

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Yours sincerely,



Dr. Jose AV
Head HR

Compensation Particular	Monthly	Annual
(A) Fixed Monthly Pay - EARNINGS		
Basic Pay	12400	148800.0
House Rent Allowance	2480	29760.0
Dearness Allowance	2000	24000.0
Conveyance Allowance	0	0.0
Medical Allowance	0	0.0
Periodicals / Self Development Allowance	0	0.0
Food allowance/Coupons	0	0.0
LTA	0	0.0
Special Allowance	4450	53396.0
Total (A)	21330	255956.0
Fixed Monthly Pay - DEDUCTIONS		
Provident Fund - Employee	1728	20736.0
Professional Tax	0	0.0
Charity Fund	124	1488.0
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Let Them Smile (Voluntary)	0	0.0
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REGISTRAR


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HO/HR/TA/3989299

Date:20/05/2021

Abhishek H S
Presidency University, Bengaluru
Karnataka - 560064

Dear Abhishek H S,

Sub: Offer Letter

With reference to your application and further to the interview and/or subsequent discussion you had with us, we are pleased to offer you the position of 'Executive Trainee' - Grade 'B1'.

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REGISTRAR Registrar
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BANGALORE

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Yours sincerely,



Dr. Jose AV
Head HR

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Bangalore
Registrar

HO/HR/TA/3989348

Date:20/05/2021

Thallapalle Venkata Naga Likhith
Presidency University, Bengaluru
Karnataka - 560064

Dear Thallapalle Venkata Naga Likhith,

Sub: Offer Letter

With reference to your application and further to the interview and/or subsequent discussion you had with us, we are pleased to offer you the position of 'Executive Trainee' - Grade 'B1'.

By joining ESAF BANK, you will be part of a fast-paced and socially dedicated team that works together to provide 'Joy of Banking to Everyone'. Also, you are committing to the Bank's vision of being India's leading social Bank that offers equal opportunities for the whole society through universal access and financial deepening, thus promoting financial inclusion, livelihood and economic development as a whole. In turn, Bank will be providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

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PRESIDENCY UNIVERSITY
BANGALORE

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Yours sincerely,



Dr. Jose AV
Head HR

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REGISTRAR


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PRESIDENCY UNIVERSITY
BANGALORE

HO/HR/TA/3989383

Date:20/05/2021

Santanu Dhon
Presidency University, Bengaluru
Karnataka - 560064

Dear Santanu Dhon,

Sub: Offer Letter

With reference to your application and further to the interview and/or subsequent discussion you had with us, we are pleased to offer you the position of 'Executive Trainee' - Grade 'B1'.

By joining ESAF BANK, you will be part of a fast-paced and socially dedicated team that works together to provide 'Joy of Banking to Everyone'. Also, you are committing to the Bank's vision of being India's leading social Bank that offers equal opportunities for the whole society through universal access and financial deepening, thus promoting financial inclusion, livelihood and economic development as a whole. In turn, Bank will be providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

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Santanu Dhon
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PRESIDENCY UNIVERSITY
BANGALORE

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Yours sincerely,



Dr. Jose AV
Head HR

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REGISTRAR


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Janu
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Bangalore
Registrar

HO/HR/TA/3989416

Date:20/05/2021

Shaik Faizoon
Presidency University, Bengaluru
Karnataka - 560064

Dear Shaik Faizoon,

Sub: Offer Letter

With reference to your application and further to the interview and/or subsequent discussion you had with us, we are pleased to offer you the position of 'Executive Trainee' - Grade 'B1'.

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Head HR

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LTA	0	0.0
Special Allowance	4450	53396.0
Total (A)	21330	255956.0
Fixed Monthly Pay - DEDUCTIONS		
Provident Fund - Employee	1728	20736.0
Professional Tax	0	0.0
Charity Fund	124	1488.0
ESWT Fund Contribution	124	1488.0
ESWT Membership - Rs.1000/- **	0	0.0
Let Them Smile (Voluntary)	0	0.0
Staff Advance (if taken)	0	0.0
Death Fund	0	0.0
TDS	0	0.0
Total Recovery	1976	23712.0
Net Salary Credit to Bank A/c	19354	232244.0
(B) Annual Pay		
Bonus	583	7000.0
Total (B)	583	7000.0
(C) Retiral & Other Benefits (Employer Contribution)		
Provident Fund - Employer	1728	20736.0
Medical Insurance	667	8000.0
Leave Surrender	0	0.0
Gratuity	692	8308.0
Total (C)	3087	37044.0
Cost To Company (A+B+C)	25000	300000.0

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REGISTRAR


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Ph. No: 0487 7123456, 123457, Email: customercare@esafbank.com, www.esafbank.com

Janu
REGISTRAR
PRESIDENCY UNIVERSITY
Bangalore
Registrar

HO/HR/TA/3989631

Date:20/05/2021

Jesvanth Raymond Sha R
Presidency University, Bengaluru
Karnataka - 560064

Dear Jesvanth Raymond Sha R,

Sub: Offer Letter

With reference to your application and further to the interview and/or subsequent discussion you had with us, we are pleased to offer you the position of 'Executive Trainee' - Grade 'B1'.

By joining ESAF BANK, you will be part of a fast-paced and socially dedicated team that works together to provide 'Joy of Banking to Everyone'. Also, you are committing to the Bank's vision of being India's leading social Bank that offers equal opportunities for the whole society through universal access and financial deepening, thus promoting financial inclusion, livelihood and economic development as a whole. In turn, Bank will be providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

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You shall be eligible for TA & DA and other payments as applicable to the grade, in line with the Bank's policy.

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Notwithstanding anything contained herein, if you are found to be indulging in any act of commission/omission that may be prejudicial to the interests of the Bank, violation of its code of conduct and/or policies, such act shall warrant disciplinary action, as deemed fit by the Bank.

Your appointment is subject to the necessary verifications / NOCs / receipt of Experience and Conduct certificate from your present/previous employers and receiving satisfactory references.

The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and in case of any dispute arising out of the same, the Courts at Thiruvananthapuram will have exclusive jurisdiction.

You are requested to produce the documents as per the Annexure 1, at the time of joining. Please note that you

Jesvanth
REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE

are required to join the Bank as per the date, agreed in our discussion.

We welcome you to ESAF Small Finance Bank and look forward to your valuable contribution in scaling ESAF Bank to greater heights.

Yours sincerely,



Dr. Jose AV
Head HR

Compensation Particular	Monthly	Annual
(A) Fixed Monthly Pay - EARNINGS		
Basic Pay	12400	148800.0
House Rent Allowance	2480	29760.0
Dearness Allowance	2000	24000.0
Conveyance Allowance	0	0.0
Medical Allowance	0	0.0
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REGISTRAR


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Janu
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PRESIDENCY UNIVERSITY
Bangalore
Registrar

HO/HR/TA/3989642

Date:20/05/2021

Sujalkumar L J
Presidency University, Bengaluru
Karnataka - 560064

Dear Sujalkumar L J,

Sub: Offer Letter

With reference to your application and further to the interview and/or subsequent discussion you had with us, we are pleased to offer you the position of 'Executive Trainee' - Grade 'B1'.

By joining ESAF BANK, you will be part of a fast-paced and socially dedicated team that works together to provide 'Joy of Banking to Everyone'. Also, you are committing to the Bank's vision of being India's leading social Bank that offers equal opportunities for the whole society through universal access and financial deepening, thus promoting financial inclusion, livelihood and economic development as a whole. In turn, Bank will be providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

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Sujalkumar L J
REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE

are required to join the Bank as per the date, agreed in our discussion.

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Yours sincerely,



Dr. Jose AV
Head HR

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REGISTRAR


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Jane
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

HO/HR/TA/3989684

Date:20/05/2021

Sukhwinder Singh
Presidency University, Bengaluru
Karnataka - 560064

Dear Sukhwinder Singh,

Sub: Offer Letter

With reference to your application and further to the interview and/or subsequent discussion you had with us, we are pleased to offer you the position of 'Executive Trainee' - Grade 'B1'.

By joining ESAF BANK, you will be part of a fast-paced and socially dedicated team that works together to provide 'Joy of Banking to Everyone'. Also, you are committing to the Bank's vision of being India's leading social Bank that offers equal opportunities for the whole society through universal access and financial deepening, thus promoting financial inclusion, livelihood and economic development as a whole. In turn, Bank will be providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

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Sudha
REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE

are required to join the Bank as per the date, agreed in our discussion.

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Yours sincerely,



Dr. Jose AV
Head HR

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Basic Pay	12400	148800.0
House Rent Allowance	2480	29760.0
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Conveyance Allowance	0	0.0
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REGISTRAR


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Janu
REGISTRAR
PRESIDENCY UNIVERSITY
Bangalore
Registrar

HO/HR/TA/3989688

Date:20/05/2021

Natesha D S
Presidency University, Bengaluru
Karnataka - 560064

Dear Natesha D S,

Sub: Offer Letter

With reference to your application and further to the interview and/or subsequent discussion you had with us, we are pleased to offer you the position of 'Executive Trainee' - Grade 'B1'.

By joining ESAF BANK, you will be part of a fast-paced and socially dedicated team that works together to provide 'Joy of Banking to Everyone'. Also, you are committing to the Bank's vision of being India's leading social Bank that offers equal opportunities for the whole society through universal access and financial deepening, thus promoting financial inclusion, livelihood and economic development as a whole. In turn, Bank will be providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

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Dr. Jose AV
Head HR

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Janu
REGISTRAR
PRESIDENCY UNIVERSITY
Bangalore
Registrar

HO/HR/TA/3989694

Date:20/05/2021

B Tirunath Sai
Presidency University, Bengaluru
Karnataka - 560064

Dear B Tirunath Sai,

Sub: Offer Letter

With reference to your application and further to the interview and/or subsequent discussion you had with us, we are pleased to offer you the position of 'Executive Trainee' - Grade 'B1'.

By joining ESAF BANK, you will be part of a fast-paced and socially dedicated team that works together to provide 'Joy of Banking to Everyone'. Also, you are committing to the Bank's vision of being India's leading social Bank that offers equal opportunities for the whole society through universal access and financial deepening, thus promoting financial inclusion, livelihood and economic development as a whole. In turn, Bank will be providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

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Your appointment is subject to the necessary verifications / NOCs / receipt of Experience and Conduct certificate from your present/previous employers and receiving satisfactory references.

The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and in case of any dispute arising out of the same, the Courts at Thiruvananthapuram will have exclusive jurisdiction.

You are requested to produce the documents as per the Annexure 1, at the time of joining. Please note that you

S. Srinivas
REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE

are required to join the Bank as per the date, agreed in our discussion.

We welcome you to ESAF Small Finance Bank and look forward to your valuable contribution in scaling ESAF Bank to greater heights.

Yours sincerely,



Dr. Jose AV
Head HR

Compensation Particular	Monthly	Annual
(A) Fixed Monthly Pay - EARNINGS		
Basic Pay	12400	148800.0
House Rent Allowance	2480	29760.0
Dearness Allowance	2000	24000.0
Conveyance Allowance	0	0.0
Medical Allowance	0	0.0
Periodicals / Self Development Allowance	0	0.0
Food allowance/Coupons	0	0.0
LTA	0	0.0
Special Allowance	4450	53396.0
Total (A)	21330	255956.0
Fixed Monthly Pay - DEDUCTIONS		
Provident Fund - Employee	1728	20736.0
Professional Tax	0	0.0
Charity Fund	124	1488.0
ESWT Fund Contribution	124	1488.0
ESWT Membership - Rs.1000/- **	0	0.0
Let Them Smile (Voluntary)	0	0.0
Staff Advance (if taken)	0	0.0
Death Fund	0	0.0
TDS	0	0.0
Total Recovery	1976	23712.0
Net Salary Credit to Bank A/c	19354	232244.0
(B) Annual Pay		
Bonus	583	7000.0
Total (B)	583	7000.0
(C) Retiral & Other Benefits (Employer Contribution)		
Provident Fund - Employer	1728	20736.0
Medical Insurance	667	8000.0
Leave Surrender	0	0.0
Gratuity	692	8308.0
Total (C)	3087	37044.0
Cost To Company (A+B+C)	25000	300000.0

1. Incentives are paid to Employees in Business Stream as approved from time to time
2. Performance Pay upto 10% of Gross will be paid to staff in other Streams based on Bank's, Department's and Individual's annual performance
3. Employees Deposit Linked Insurance Scheme on Normal Death.
4. Group Term Life Insurance (for spouse also)
5. Death Benefit from Staff Welfare Trust
6. Future Gratuity benefits.
7. ESAF CUG facility.
8. Car Component as per Car Policy of the Bank
9. Changes as per bank policy will be incorporated time to time


REGISTRAR


- NB: 1. 1% of Basic salary will be deducted towards ESAF charity Fund meant for the charitable activities conducted by ESAF Society (eligible for 80G deduction under Income Tax Act)
2. 1% of Basic salary will be deducted towards ESAF Staff Welfare Fund meant for the employees of ESAF group
3. Applicable TDS will be effected on the salary.

ESAF SMALL FINANCE BANK LIMITED

RBI License no: MUM 124, CIN: U65990KL2016PLCO45669

Registered & Corporate Office: ESAF Small Finance Bank Limited, Building No. VII/83/8, ESAF Bhavan, Mannuthy, Thrissur- Palakad National Highway, Thrissur- 680 651, Kerala

Ph. No: 0487 7123456, 123457, Email: customercare@esafbank.com, www.esafbank.com

Janu
REGISTRAR
PRESIDENCY UNIVERSITY
Bangalore
Registrar

HO/HR/TA/3989724

Date:20/05/2021

Enosh Paul R
Presidency University, Bengaluru
Karnataka - 560064

Dear Enosh Paul R,

Sub: Offer Letter

With reference to your application and further to the interview and/or subsequent discussion you had with us, we are pleased to offer you the position of 'Executive Trainee' - Grade 'B1'.

By joining ESAF BANK, you will be part of a fast-paced and socially dedicated team that works together to provide 'Joy of Banking to Everyone'. Also, you are committing to the Bank's vision of being India's leading social Bank that offers equal opportunities for the whole society through universal access and financial deepening, thus promoting financial inclusion, livelihood and economic development as a whole. In turn, Bank will be providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

The details of the offer are as follows, and shall be confidential.

You will be on training for a period of 12 months, which may be extended or regularized based on your performance and the successful completion of training will be followed by six months' probation. Your service in the Bank will be confirmed subject to your performance being satisfactory during the probationary period.

Your remuneration will be as follows:

1. Annual Salary would be Rs. 300000.0
2. Apart from the above, you will be eligible for Performance Incentive/ Pay as per Bank's policy, applicable to the Role/Grade.

The emoluments mentioned above are payable as per the policies of the bank, after effecting appropriate and applicable statutory deductions if any.

You shall be eligible for TA & DA and other payments as applicable to the grade, in line with the Bank's policy.

Your initial posting will be at any branch/office anywhere in Across India . However, the Bank reserves the right to transfer you to any Office / Department / Branch of the Bank, in India, that is in existence / or may come into existence at a future date, based on the Bank's business requirements.

You shall give the acceptance of the offer and of the above terms and conditions of employment on receipt of this letter. This offer letter is valid for 7 days from the date of this letter, for acceptance. This offer shall be effective from the date of your joining the Bank.

Your performance will be reviewed on a regular basis as per the performance parameters appropriate to the position mentioned. You will be governed by the rules, regulations and policies laid down by the **ESAF Bank** from time to time, and as applicable to your position.

Notwithstanding anything contained herein, if you are found to be indulging in any act of commission/omission that may be prejudicial to the interests of the Bank, violation of its code of conduct and/or policies, such act shall warrant disciplinary action, as deemed fit by the Bank.

Your appointment is subject to the necessary verifications / NOCs / receipt of Experience and Conduct certificate from your present/previous employers and receiving satisfactory references.

The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and in case of any dispute arising out of the same, the Courts at Thiruvananthapuram will have exclusive jurisdiction.

You are requested to produce the documents as per the Annexure 1, at the time of joining. Please note that you

Signature
REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE

are required to join the Bank as per the date, agreed in our discussion.

We welcome you to ESAF Small Finance Bank and look forward to your valuable contribution in scaling ESAF Bank to greater heights.

Yours sincerely,



Dr. Jose AV
Head HR

Compensation Particular	Monthly	Annual
(A) Fixed Monthly Pay - EARNINGS		
Basic Pay	12400	148800.0
House Rent Allowance	2480	29760.0
Dearness Allowance	2000	24000.0
Conveyance Allowance	0	0.0
Medical Allowance	0	0.0
Periodicals / Self Development Allowance	0	0.0
Food allowance/Coupons	0	0.0
LTA	0	0.0
Special Allowance	4450	53396.0
Total (A)	21330	255956.0
Fixed Monthly Pay - DEDUCTIONS		
Provident Fund - Employee	1728	20736.0
Professional Tax	0	0.0
Charity Fund	124	1488.0
ESWT Fund Contribution	124	1488.0
ESWT Membership - Rs.1000/- **	0	0.0
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REGISTRAR


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Ph. No: 0487 7123456, 123457, Email: customercare@esafbank.com, www.esafbank.com

Janu
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

HO/HR/TA/3989729

Date:20/05/2021

Navin R Gabadi
Presidency University, Bengaluru
Karnataka - 560064

Dear Navin R Gabadi,

Sub: Offer Letter

With reference to your application and further to the interview and/or subsequent discussion you had with us, we are pleased to offer you the position of 'Executive Trainee' - Grade 'B1'.

By joining ESAF BANK, you will be part of a fast-paced and socially dedicated team that works together to provide 'Joy of Banking to Everyone'. Also, you are committing to the Bank's vision of being India's leading social Bank that offers equal opportunities for the whole society through universal access and financial deepening, thus promoting financial inclusion, livelihood and economic development as a whole. In turn, Bank will be providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

The details of the offer are as follows, and shall be confidential.

You will be on training for a period of 12 months, which may be extended or regularized based on your performance and the successful completion of training will be followed by six months' probation. Your service in the Bank will be confirmed subject to your performance being satisfactory during the probationary period.

Your remuneration will be as follows:

1. Annual Salary would be Rs. 300000.0
2. Apart from the above, you will be eligible for Performance Incentive/ Pay as per Bank's policy, applicable to the Role/Grade.

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You shall be eligible for TA & DA and other payments as applicable to the grade, in line with the Bank's policy.

Your initial posting will be at any branch/office anywhere in Across India . However, the Bank reserves the right to transfer you to any Office / Department / Branch of the Bank, in India, that is in existence / or may come into existence at a future date, based on the Bank's business requirements.

You shall give the acceptance of the offer and of the above terms and conditions of employment on receipt of this letter. This offer letter is valid for 7 days from the date of this letter, for acceptance. This offer shall be effective from the date of your joining the Bank.

Your performance will be reviewed on a regular basis as per the performance parameters appropriate to the position mentioned. You will be governed by the rules, regulations and policies laid down by the **ESAF Bank** from time to time, and as applicable to your position.

Notwithstanding anything contained herein, if you are found to be indulging in any act of commission/omission that may be prejudicial to the interests of the Bank, violation of its code of conduct and/or policies, such act shall warrant disciplinary action, as deemed fit by the Bank.

Your appointment is subject to the necessary verifications / NOCs / receipt of Experience and Conduct certificate from your present/previous employers and receiving satisfactory references.

The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and in case of any dispute arising out of the same, the Courts at Thiruvananthapuram will have exclusive jurisdiction.

You are requested to produce the documents as per the Annexure 1, at the time of joining. Please note that you

Signature
REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE

are required to join the Bank as per the date, agreed in our discussion.

We welcome you to ESAF Small Finance Bank and look forward to your valuable contribution in scaling ESAF Bank to greater heights.

Yours sincerely,



Dr. Jose AV
Head HR

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REGISTRAR


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Ph. No: 0487 7123456, 123457, Email: customercare@esafbank.com, www.esafbank.com

Jane
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

OFFER LETTER

Reference No. - 1384047654
Applicant ID - 4397295

24-Mar-2021

LIKHITH GOWDA S N

Dear LIKHITH,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

Reference No. - 1384047654

Applicant ID - 4397295

24-Mar-2021

LIKHITH GOWDA S N

Dear LIKHITH,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in CORPORATE EMP SOLUTIONS GROUP at BANGALORE - HOODI.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 10-Apr-2021.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:



a) Professional Ethics & Confidentiality: While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

b) IT Security Practice & Procedures: While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.


REGISTRAR


:2:

Reference No. - 1384047654

LIKHITH GOWDA S N

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.



After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

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REGISTRAR


Reference No. - 1384047654

LIKHITH GOWDA S N

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
 - c) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - d) Suppression of any material information by you.
 - e) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

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Reference No. - 1384047654

LIKHITH GOWDA S N

• General:

- Your appointment and continuation in employment are subject to reference checks, successful completion of your course during the current academic year and submission of your certificate and mark sheet within 3 months of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.
- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Amit Anand
Business HR Manager

Digitally signed by AMIT ANAND
Date: 2021.03.24 23:35:13 +05:30
Reason: Offer Letter
Location: Mumbai

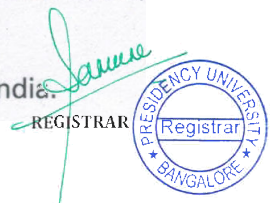
I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
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Regd. Office : ICICI Bank Tower,
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Old Padra Road,
Vadodara 390 007, India.



:5:

Reference No. - 1384047654

LIKHITH GOWDA S N

Annexure:

Remuneration:

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,44,000/- (Rupees One Lakh Forty Four Thousand only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 42,000/- (Rupees Forty Two Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.



Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

ICICI Bank Limited
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REGISTRAR


Reference No. - 1384047654

LIKHITH GOWDA S N

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children. You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

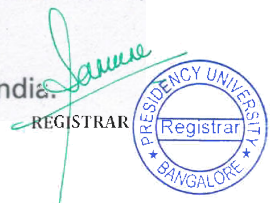
Digitally signed by AMIT ANAND
Date: 2021.03.24 23:35:13 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

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ICICI Bank Towers
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JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use “forgot password “option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organization
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

Remuneration Details

Name : LIKHITH GOWDA S N**Position:** Assistant Manager**Group:** RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
HRA	3,500	42,000
Supplementary Allowance *	12,000	1,44,000
Superannuation Allowance **	1050.00	12,600
Total	23,550	2,82,600
Retirals		
Retirals (PF, Gratuity) ***	2,383	28,596
Total CTC	25,933	3,11,196
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	28,183	3,38,196

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy

#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 24-Mar-2021

Digitally signed by AMIT ANAND

Date: 2021.03.24 23:35:13 +05:30

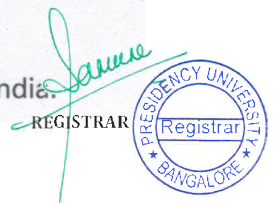
Reason: Offer Letter

Location: Mumbai

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



OFFER LETTER

Reference No. - 1384047658

Applicant ID - 4397347

24-Mar-2021

NIKHIL N M

Dear NIKHIL,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

Reference No. - 1384047658

Applicant ID - 4397347

24-Mar-2021

NIKHIL N M

Dear NIKHIL,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in CORPORATE EMP SOLUTIONS GROUP at BANGALORE - HOODI.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 10-Apr-2021.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

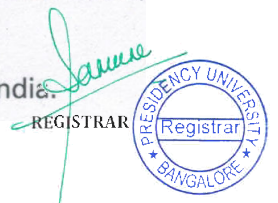
a) Professional Ethics & Confidentiality: While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

b) IT Security Practice & Procedures: While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



:2:

Reference No. - 1384047658

NIKHIL N M

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

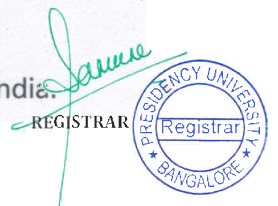
After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

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Reference No. - 1384047658

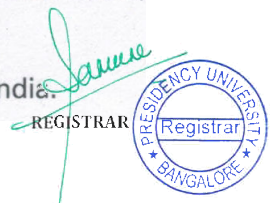
NIKHIL N M

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
 - c) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - d) Suppression of any material information by you.
 - e) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

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Regd. Office : ICICI Bank Tower,
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Old Padra Road,
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Reference No. - 1384047658

NIKHIL N M

• General:

- Your appointment and continuation in employment are subject to reference checks, successful completion of your course during the current academic year and submission of your certificate and mark sheet within 3 months of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.
- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Amit Anand
Business HR Manager

Digitally signed by AMIT ANAND
Date: 2021.03.24 23:35:13 +05:30
Reason: Offer Letter
Location: Mumbai

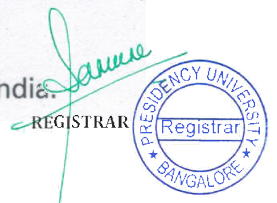
I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
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:5:

Reference No. - 1384047658

NIKHIL N M

Annexure:

Remuneration:

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,44,000/- (Rupees One Lakh Forty Four Thousand only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 42,000/- (Rupees Forty Two Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.


Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

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REGISTRAR


Reference No. - 1384047658

NIKHIL N M

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children. You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by AMIT ANAND
Date: 2021.03.24 23:35:13 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
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JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use “forgot password “option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organization
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

Remuneration Details
Name : NIKHIL N M

Position: Assistant Manager

Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
HRA	3,500	42,000
Supplementary Allowance *	12,000	1,44,000
Superannuation Allowance **	1050.00	12,600
Total	23,550	2,82,600
Retirals		
Retirals (PF, Gratuity) ***	2,383	28,596
Total CTC	25,933	3,11,196
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	28,183	3,38,196

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy

#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 24-Mar-2021

Digitally signed by AMIT ANAND
Date: 2021.03.24 23:35:13 +05:30
Reason: Offer Letter
Location: Mumbai

OFFER LETTER

Reference No. - 1384047812

Applicant ID - 4397603

24-Mar-2021

RANGANATH M L

Dear RANGANATH,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

Reference No. - 1384047812

Applicant ID - 4397603

24-Mar-2021

RANGANATH M L

Dear RANGANATH,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in CORPORATE EMP SOLUTIONS GROUP at BANGALORE - HOODI.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 10-Apr-2021.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

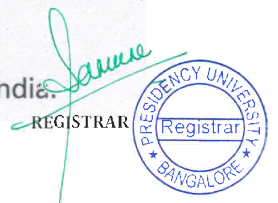
a) Professional Ethics & Confidentiality: While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

b) IT Security Practice & Procedures: While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

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Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



:2:

Reference No. - 1384047812
RANGANATH M L

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

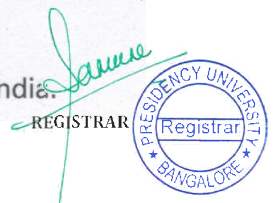
After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

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- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
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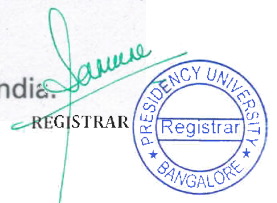
RANGANATH M L

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
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- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
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 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - d) Suppression of any material information by you.
 - e) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

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Vadodara 390 007, India.



Reference No. - 1384047812

RANGANATH M L

• General:

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- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.
- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Amit Anand
Business HR Manager

Digitally signed by AMIT ANAND
Date: 2021.03.24 23:35:13 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



:5:

Reference No. - 1384047812

RANGANATH M L

Annexure:

Remuneration:

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,44,000/- (Rupees One Lakh Forty Four Thousand only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 42,000/- (Rupees Forty Two Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.



Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

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Vadodara 390 007, India.


REGISTRAR


Reference No. - 1384047812

RANGANATH M L

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children. You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

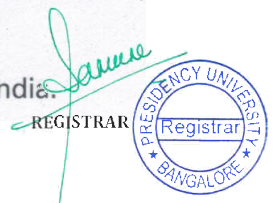
Digitally signed by AMIT ANAND
Date: 2021.03.24 23:35:13 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

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JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use “forgot password “option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organization
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

Remuneration Details

Name : RANGANATH M L**Position:** Assistant Manager**Group:** RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
HRA	3,500	42,000
Supplementary Allowance *	12,000	1,44,000
Superannuation Allowance **	1050.00	12,600
Total	23,550	2,82,600
Retirals		
Retirals (PF, Gratuity) ***	2,383	28,596
Total CTC	25,933	3,11,196
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	28,183	3,38,196

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy

#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 24-Mar-2021

Digitally signed by AMIT ANAND

Date: 2021.03.24 23:35:13 +05:30

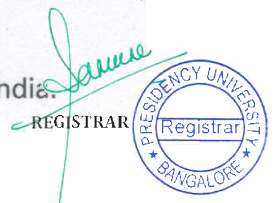
Reason: Offer Letter

Location: Mumbai

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ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

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Regd. Office : ICICI Bank Tower,
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Vadodara 390 007, India.



OFFER LETTER

Reference No. - 1384047896

Applicant ID - 4397638

24-Mar-2021

SANATH JAYARAJ P

Dear SANATH,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

Reference No. - 1384047896

Applicant ID - 4397638

24-Mar-2021

SANATH JAYARAJ P

Dear SANATH,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in CORPORATE EMP SOLUTIONS GROUP at BANGALORE - HOODI.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 10-Apr-2021.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:



a) Professional Ethics & Confidentiality: While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

b) IT Security Practice & Procedures: While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

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Vadodara 390 007, India.


REGISTRAR


:2:

Reference No. - 1384047896
SANATH JAYARAJ P

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

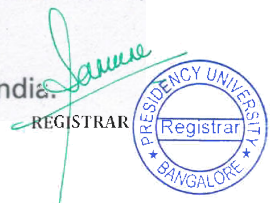
After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

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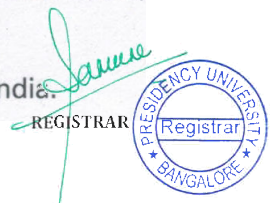
SANATH JAYARAJ P

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
 - c) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - d) Suppression of any material information by you.
 - e) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

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Reference No. - 1384047896

SANATH JAYARAJ P

• General:

- Your appointment and continuation in employment are subject to reference checks, successful completion of your course during the current academic year and submission of your certificate and mark sheet within 3 months of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.
- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Amit Anand
Business HR Manager

Digitally signed by AMIT ANAND
Date: 2021.03.24 23:35:13 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
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Mumbai 400 051, India.Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
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CIN.: L65190GJ1994PLC021012Regd. Office : ICICI Bank Tower,
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Vadodara 390 007, India.

:5:

Reference No. - 1384047896

SANATH JAYARAJ P

Annexure:

Remuneration:

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

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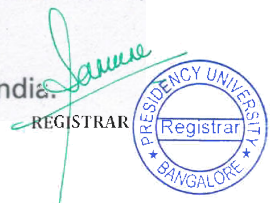
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- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

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SANATH JAYARAJ P

Benefits:

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Digitally signed by AMIT ANAND
Date: 2021.03.24 23:35:13 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

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JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use “forgot password “option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organization
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

Remuneration Details

Name : SANATH JAYARAJ P**Position:** Assistant Manager**Group:** RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
HRA	3,500	42,000
Supplementary Allowance *	12,000	1,44,000
Superannuation Allowance **	1050.00	12,600
Total	23,550	2,82,600
Retirals		
Retirals (PF, Gratuity) ***	2,383	28,596
Total CTC	25,933	3,11,196
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	28,183	3,38,196

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy

#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 24-Mar-2021

Digitally signed by AMIT ANAND

Date: 2021.03.24 23:35:13 +05:30

Reason: Offer Letter

Location: Mumbai

OFFER LETTER

Reference No. - 1384047931

Applicant ID - 4397693

24-Mar-2021

SHUBHAD MISHRA

Dear SHUBHAD,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

Reference No. - 1384047931

Applicant ID - 4397693

24-Mar-2021

SHUBHAD MISHRA

Dear SHUBHAD,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in CORPORATE EMP SOLUTIONS GROUP at BANGALORE - HOODI.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 10-Apr-2021.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

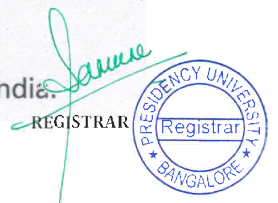
a) Professional Ethics & Confidentiality: While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

b) IT Security Practice & Procedures: While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

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:2:

Reference No. - 1384047931
SHUBHAD MISHRA

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

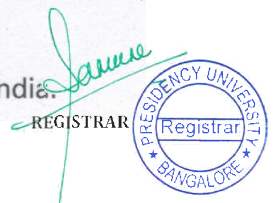
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- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

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Reference No. - 1384047931

SHUBHAD MISHRA

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
 - c) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - d) Suppression of any material information by you.
 - e) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



Reference No. - 1384047931

SHUBHAD MISHRA

• General:

- Your appointment and continuation in employment are subject to reference checks, successful completion of your course during the current academic year and submission of your certificate and mark sheet within 3 months of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.
- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Amit Anand
Business HR Manager

Digitally signed by AMIT ANAND
Date: 2021.03.24 23:35:13 +05:30
Reason: Offer Letter
Location: Mumbai

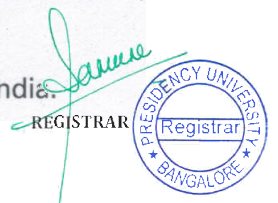
I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
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:5:

Reference No. - 1384047931

SHUBHAD MISHRA

Annexure:

Remuneration:

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,44,000/- (Rupees One Lakh Forty Four Thousand only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 42,000/- (Rupees Forty Two Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.



Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

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REGISTRAR


Reference No. - 1384047931

SHUBHAD MISHRA

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children. You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

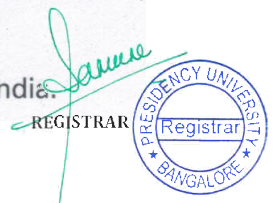
Digitally signed by AMIT ANAND
Date: 2021.03.24 23:35:13 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
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JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use “forgot password “option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organization
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

Remuneration Details

Name : SHUBHAD MISHRA
Position: Assistant Manager
Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
HRA	3,500	42,000
Supplementary Allowance *	12,000	1,44,000
Superannuation Allowance **	1050.00	12,600
Total	23,550	2,82,600
Retirals		
Retirals (PF, Gratuity) ***	2,383	28,596
Total CTC	25,933	3,11,196
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	28,183	3,38,196

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy

#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 24-Mar-2021

Digitally signed by AMIT ANAND
Date: 2021.03.24 23:35:13 +05:30
Reason: Offer Letter
Location: Mumbai

OFFER LETTER

Reference No. - 1384047950

Applicant ID - 4397731

24-Mar-2021

MEGHANA B S

Dear MEGHNA,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

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REGISTRAR


Reference No. - 1384047950

Applicant ID - 4397731

24-Mar-2021

MEGHANA B S

Dear MEGHNA,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in CORPORATE EMP SOLUTIONS GROUP at BANGALORE - HOODI.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 10-Apr-2021.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

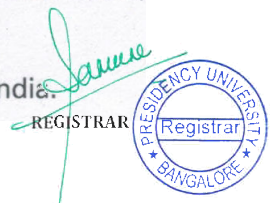
a) Professional Ethics & Confidentiality: While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

b) IT Security Practice & Procedures: While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

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:2:

Reference No. - 1384047950

MEGHANA B S

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

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Reference No. - 1384047950

MEGHANA B S

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
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 - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
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Reference No. - 1384047950

MEGHANA B S

• General:

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- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.
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If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Amit Anand
Business HR Manager

Digitally signed by AMIT ANAND
Date: 2021.03.24 23:35:13 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

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:5:

Reference No. - 1384047950

MEGHANA B S

Annexure:

Remuneration:

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,44,000/- (Rupees One Lakh Forty Four Thousand only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 42,000/- (Rupees Forty Two Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

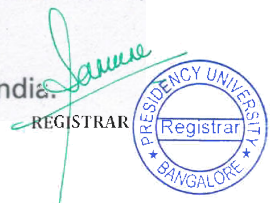
Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

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Reference No. - 1384047950

MEGHANA B S

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children. You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

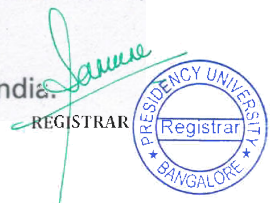
Digitally signed by AMIT ANAND
Date: 2021.03.24 23:35:13 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

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JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use “forgot password “option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organization
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

Remuneration Details
Name : MEGHANA B S

Position: Assistant Manager

Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
HRA	3,500	42,000
Supplementary Allowance *	12,000	1,44,000
Superannuation Allowance **	1050.00	12,600
Total	23,550	2,82,600
Retirals		
Retirals (PF, Gratuity) ***	2,383	28,596
Total CTC	25,933	3,11,196
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	28,183	3,38,196

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy

#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 24-Mar-2021

Digitally signed by AMIT ANAND

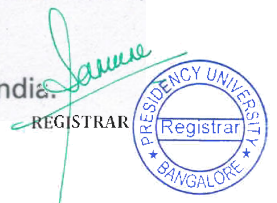
Date: 2021.03.24 23:35:13 +05:30

Reason: Offer Letter

Location: Mumbai

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Regd. Office : ICICI Bank Tower,
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OFFER LETTER

Reference No. - 1384047959

Applicant ID - 4397787

24-Mar-2021

PRITHIGA V

Dear PRITHIGA,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

Reference No. - 1384047959

Applicant ID - 4397787

24-Mar-2021

PRITHIGA V

Dear PRITHIGA,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in CORPORATE EMP SOLUTIONS GROUP at BANGALORE - HOODI.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 10-Apr-2021.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

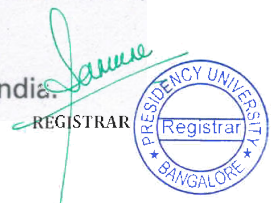
a) Professional Ethics & Confidentiality: While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

b) IT Security Practice & Procedures: While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



:2:

Reference No. - 1384047959

PRITHIGA V

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

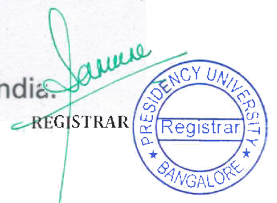
After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

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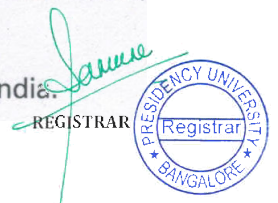
PRITHIGA V

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
 - c) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - d) Suppression of any material information by you.
 - e) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

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Reference No. - 1384047959

PRITHIGA V

• General:

- Your appointment and continuation in employment are subject to reference checks, successful completion of your course during the current academic year and submission of your certificate and mark sheet within 3 months of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.
- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Amit Anand
Business HR Manager

Digitally signed by AMIT ANAND
Date: 2021.03.24 23:35:13 +05:30
Reason: Offer Letter
Location: Mumbai

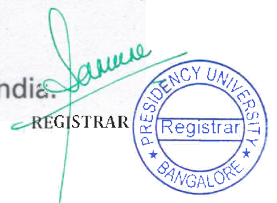
I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

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Mumbai 400 051, India.

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:5:

Reference No. - 1384047959

PRITHIGA V

Annexure:

Remuneration:

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,44,000/- (Rupees One Lakh Forty Four Thousand only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 42,000/- (Rupees Forty Two Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

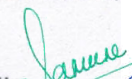

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

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REGISTRAR


Reference No. - 1384047959

PRITHIGA V

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children. You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

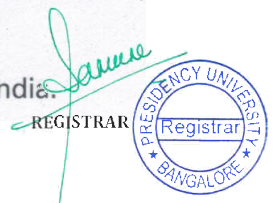
Digitally signed by AMIT ANAND
Date: 2021.03.24 23:35:13 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

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JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use “forgot password “option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organization
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

Remuneration Details
Name : PRITHIGA V

Position: Assistant Manager

Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
HRA	3,500	42,000
Supplementary Allowance *	12,000	1,44,000
Superannuation Allowance **	1050.00	12,600
Total	23,550	2,82,600
Retirals		
Retirals (PF, Gratuity) ***	2,383	28,596
Total CTC	25,933	3,11,196
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	28,183	3,38,196

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy

#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 24-Mar-2021

Digitally signed by AMIT ANAND

Date: 2021.03.24 23:35:13 +05:30

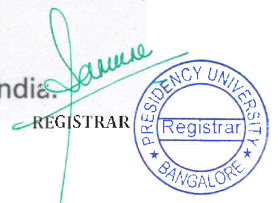
Reason: Offer Letter

Location: Mumbai

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OFFER LETTER

Reference No. - 1384048013

Applicant ID - 4397806

24-Mar-2021

POOJA N RAO

Dear POOJA,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

Reference No. - 1384048013

Applicant ID - 4397806

24-Mar-2021

POOJA N RAO

Dear POOJA,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in CORPORATE EMP SOLUTIONS GROUP at BANGALORE - HOODI.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 10-Apr-2021.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

a) Professional Ethics & Confidentiality: While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

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REGISTRAR


:2:

Reference No. - 1384048013

POOJA N RAO

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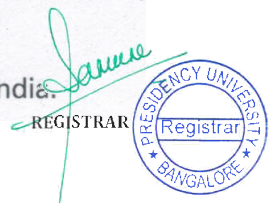
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- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
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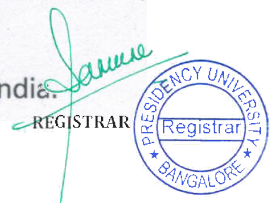
POOJA N RAO

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 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
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Yours sincerely,

Amit Anand
Business HR Manager

Digitally signed by AMIT ANAND
Date: 2021.03.24 23:35:13 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

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:5:

Reference No. - 1384048013

POOJA N RAO

Annexure:

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- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
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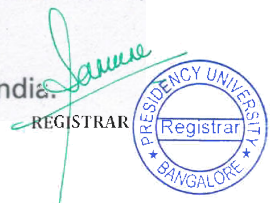
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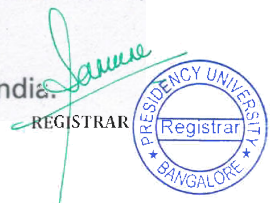
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Tel.: (91-22) 2653 1414
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Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use “forgot password “option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organization
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

Remuneration Details
Name : POOJA N RAO

Position: Assistant Manager

Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
HRA	3,500	42,000
Supplementary Allowance *	12,000	1,44,000
Superannuation Allowance **	1050.00	12,600
Total	23,550	2,82,600
Retirals		
Retirals (PF, Gratuity) ***	2,383	28,596
Total CTC	25,933	3,11,196
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	28,183	3,38,196

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy

#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 24-Mar-2021

Digitally signed by AMIT ANAND

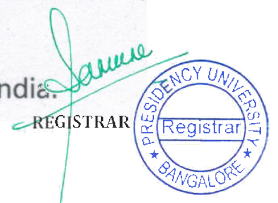
Date: 2021.03.24 23:35:13 +05:30

Reason: Offer Letter

Location: Mumbai

ICICI Bank Limited
 ICICI Bank Towers
 Bandra-Kurla Complex
 Mumbai 400 051, India.

 Tel.: (91-22) 2653 1414
 Fax: (91-22) 2653 1122
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 Regd. Office : ICICI Bank Tower,
 Near Chakli Circle,
 Old Padra Road,
 Vadodara 390 007, India.


OFFER LETTER

Reference No. - 1384048035
Applicant ID - 4398284

24-Mar-2021

ANANDHU P

Dear ANANDHU,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

Reference No. - 1384048035

Applicant ID - 4398284

24-Mar-2021

ANANDHU P

Dear ANANDHU,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in CORPORATE EMP SOLUTIONS GROUP at BANGALORE - HOODI.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 10-Apr-2021.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

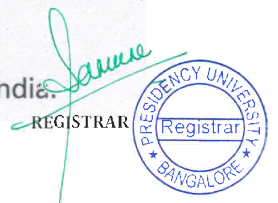
a) Professional Ethics & Confidentiality: While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

b) IT Security Practice & Procedures: While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

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CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
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Old Padra Road,
Vadodara 390 007, India.



:2:

Reference No. - 1384048035

ANANDHU P

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

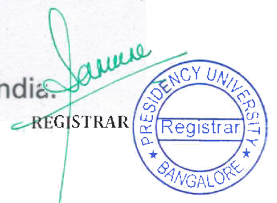
After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

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Reference No. - 1384048035

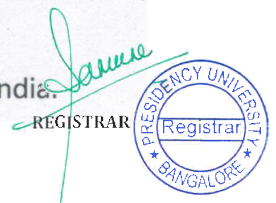
ANANDHU P

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
 - c) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - d) Suppression of any material information by you.
 - e) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

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Vadodara 390 007, India.



Reference No. - 1384048035

ANANDHU P

• General:

- Your appointment and continuation in employment are subject to reference checks, successful completion of your course during the current academic year and submission of your certificate and mark sheet within 3 months of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.
- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Amit Anand
Business HR Manager

Digitally signed by AMIT ANAND
Date: 2021.03.24 23:35:13 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
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Mumbai 400 051, India.

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:5:

Reference No. - 1384048035

ANANDHU P

Annexure:

Remuneration:

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,44,000/- (Rupees One Lakh Forty Four Thousand only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 42,000/- (Rupees Forty Two Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

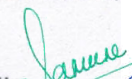

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

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REGISTRAR


Reference No. - 1384048035

ANANDHU P

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children. You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by AMIT ANAND
Date: 2021.03.24 23:35:13 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
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JOINING FORMALITIES

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Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use “forgot password “option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organization
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

Remuneration Details
Name : ANANDHU P

Position: Assistant Manager

Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
HRA	3,500	42,000
Supplementary Allowance *	12,000	1,44,000
Superannuation Allowance **	1050.00	12,600
Total	23,550	2,82,600
Retirals		
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Total (incl PLRP)	28,183	3,38,196

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*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy

#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 24-Mar-2021

Digitally signed by AMIT ANAND

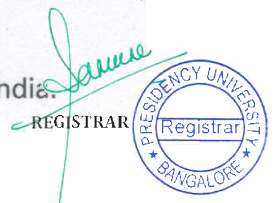
Date: 2021.03.24 23:35:13 +05:30

Reason: Offer Letter

Location: Mumbai

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OFFER LETTER

Reference No. - 1384048072

Applicant ID - 4398421

24-Mar-2021

SUFIYA KHAN

Dear SUFIYA,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

Reference No. - 1384048072

Applicant ID - 4398421

24-Mar-2021

SUFIYA KHAN

Dear SUFIYA,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in CORPORATE EMP SOLUTIONS GROUP at BANGALORE - HOODI.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 10-Apr-2021.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

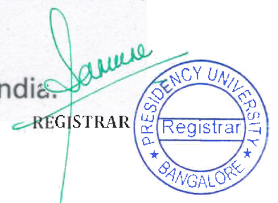
a) Professional Ethics & Confidentiality: While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

b) IT Security Practice & Procedures: While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

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:2:

Reference No. - 1384048072

SUFIYA KHAN

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

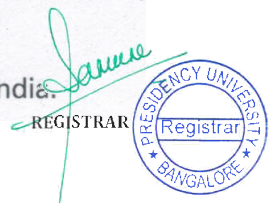
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- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
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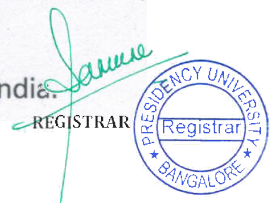
SUFIYA KHAN

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
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- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
 - c) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - d) Suppression of any material information by you.
 - e) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

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Reference No. - 1384048072

SUFIYA KHAN

• General:

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- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.
- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Amit Anand
Business HR Manager

Digitally signed by AMIT ANAND
Date: 2021.03.24 23:35:13 +05:30
Reason: Offer Letter
Location: Mumbai

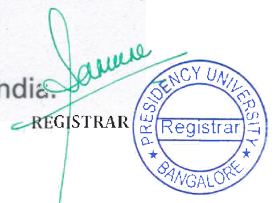
I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



:5:

Reference No. - 1384048072

SUFIYA KHAN

Annexure:

Remuneration:

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,44,000/- (Rupees One Lakh Forty Four Thousand only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 42,000/- (Rupees Forty Two Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

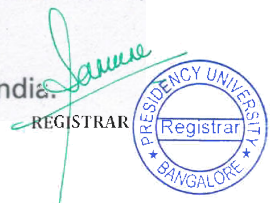
Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

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Mumbai 400 051, India.

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Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



Reference No. - 1384048072

SUFIIYA KHAN

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children. You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

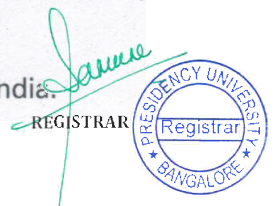
Digitally signed by AMIT ANAND
Date: 2021.03.24 23:35:13 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

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Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use “forgot password “option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organization
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

Remuneration Details
Name : SUFIYA KHAN

Position: Assistant Manager

Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
HRA	3,500	42,000
Supplementary Allowance *	12,000	1,44,000
Superannuation Allowance **	1050.00	12,600
Total	23,550	2,82,600
Retirals		
Retirals (PF, Gratuity) ***	2,383	28,596
Total CTC	25,933	3,11,196
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	28,183	3,38,196

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy

#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 24-Mar-2021

Digitally signed by AMIT ANAND

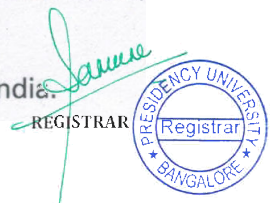
Date: 2021.03.24 23:35:13 +05:30

Reason: Offer Letter

Location: Mumbai

ICICI Bank Limited
 ICICI Bank Towers
 Bandra-Kurla Complex
 Mumbai 400 051, India.

 Tel.: (91-22) 2653 1414
 Fax: (91-22) 2653 1122
 Website www.icicibank.com
 CIN.: L65190GJ1994PLC021012

 Regd. Office : ICICI Bank Tower,
 Near Chakli Circle,
 Old Padra Road,
 Vadodara 390 007, India.


OFFER LETTER

Reference No. - 1384048096

Applicant ID - 4398691

24-Mar-2021

MOHAMMAD RANWEEZ

Dear RANWEEZ,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

Reference No. - 1384048096

Applicant ID - 4398691

24-Mar-2021

MOHAMMAD RANWEEZ

Dear RANWEEZ,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in CORPORATE EMP SOLUTIONS GROUP at BANGALORE - HOODI.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 10-Apr-2021.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:



a) Professional Ethics & Confidentiality: While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

b) IT Security Practice & Procedures: While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.


REGISTRAR


:2:

Reference No. - 1384048096
MOHAMMAD RANWEEZ

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

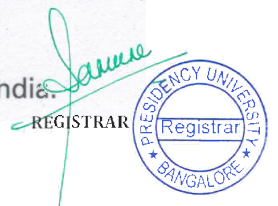
After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

ICICI Bank Limited
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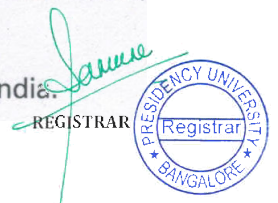
Reference No. - 1384048096**MOHAMMAD RANWEEZ**

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
 - c) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - d) Suppression of any material information by you.
 - e) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

ICICI Bank Limited
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Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



Reference No. - 1384048096

MOHAMMAD RANWEEZ

• General:

- Your appointment and continuation in employment are subject to reference checks, successful completion of your course during the current academic year and submission of your certificate and mark sheet within 3 months of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.
- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Amit Anand
Business HR Manager

Digitally signed by AMIT ANAND
Date: 2021.03.24 23:35:13 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

:5:

Reference No. - 1384048096

MOHAMMAD RANWEEZ

Annexure:

Remuneration:

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

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- You will be eligible for HRA of Rs. 42,000/- (Rupees Forty Two Thousand only) per annum.
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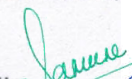

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

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REGISTRAR


Reference No. - 1384048096

MOHAMMAD RANWEEZ

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children. You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by AMIT ANAND
Date: 2021.03.24 23:35:13 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

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Bandra-Kurla Complex
Mumbai 400 051, India.

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JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use “forgot password “option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organization
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

Remuneration Details
Name : MOHAMMAD RANWEEZ

Position: Assistant Manager

Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
HRA	3,500	42,000
Supplementary Allowance *	12,000	1,44,000
Superannuation Allowance **	1050.00	12,600
Total	23,550	2,82,600
Retirals		
Retirals (PF, Gratuity) ***	2,383	28,596
Total CTC	25,933	3,11,196
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	28,183	3,38,196

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy

#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 24-Mar-2021

Digitally signed by AMIT ANAND

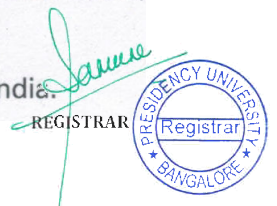
Date: 2021.03.24 23:35:13 +05:30

Reason: Offer Letter

Location: Mumbai

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
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CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.


OFFER LETTER

Reference No. - 1384048262

Applicant ID - 4399063

24-Mar-2021

TEJASHWINI S

Dear TEJASHWINI,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

Reference No. - 1384048262

Applicant ID - 4399063

24-Mar-2021

TEJASHWINI S

Dear TEJASHWINI,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in CORPORATE EMP SOLUTIONS GROUP at BANGALORE - HOODI.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 10-Apr-2021.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

a) Professional Ethics & Confidentiality: While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

b) IT Security Practice & Procedures: While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

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REGISTRAR


:2:

Reference No. - 1384048262

TEJASHWINI S

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



Reference No. - 1384048262

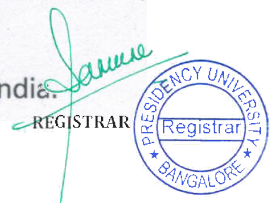
TEJASHWINI S

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
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 - a) Any breach of the conditions mentioned in this letter on your part
 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
 - c) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - d) Suppression of any material information by you.
 - e) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

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Reference No. - 1384048262

TEJASHWINI S

• General:

- Your appointment and continuation in employment are subject to reference checks, successful completion of your course during the current academic year and submission of your certificate and mark sheet within 3 months of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.
- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Amit Anand
Business HR Manager

Digitally signed by AMIT ANAND
Date: 2021.03.24 23:35:13 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
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Mumbai 400 051, India.

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:5:

Reference No. - 1384048262

TEJASHWINI S

Annexure:

Remuneration:

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,44,000/- (Rupees One Lakh Forty Four Thousand only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 42,000/- (Rupees Forty Two Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

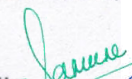

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

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REGISTRAR


Reference No. - 1384048262

TEJASHWINI S

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children. You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by AMIT ANAND
Date: 2021.03.24 23:35:13 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

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JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use “forgot password “option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organization
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

Remuneration Details
Name : TEJASHWINI S

Position: Assistant Manager

Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
HRA	3,500	42,000
Supplementary Allowance *	12,000	1,44,000
Superannuation Allowance **	1050.00	12,600
Total	23,550	2,82,600
Retirals		
Retirals (PF, Gratuity) ***	2,383	28,596
Total CTC	25,933	3,11,196
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	28,183	3,38,196

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy

#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 24-Mar-2021

Digitally signed by AMIT ANAND

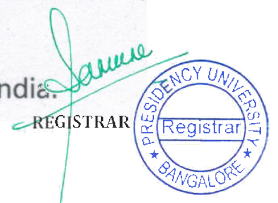
Date: 2021.03.24 23:35:13 +05:30

Reason: Offer Letter

Location: Mumbai

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OFFER LETTER

Reference No. - 1384048284
Applicant ID - 4399077

24-Mar-2021

CHARITHA S R

Dear CHARITHA,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

Reference No. - 1384048284

Applicant ID - 4399077

24-Mar-2021

CHARITHA S R

Dear CHARITHA,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in CORPORATE EMP SOLUTIONS GROUP at BANGALORE - HOODI.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 10-Apr-2021.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

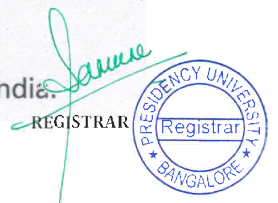
a) Professional Ethics & Confidentiality: While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

b) IT Security Practice & Procedures: While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

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:2:

Reference No. - 1384048284

CHARITHA S R

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- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
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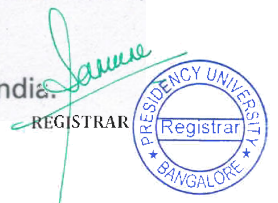
CHARITHA S R

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 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
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Reference No. - 1384048284

CHARITHA S R

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Yours sincerely,

Amit Anand
Business HR Manager

Digitally signed by AMIT ANAND
Date: 2021.03.24 23:35:13 +05:30
Reason: Offer Letter
Location: Mumbai

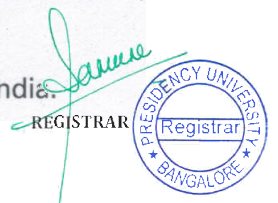
I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

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Bandra-Kurla Complex
Mumbai 400 051, India.

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:5:

Reference No. - 1384048284

CHARITHA S R

Annexure:

Remuneration:

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- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.



Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

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REGISTRAR


Reference No. - 1384048284

CHARITHA S R

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children. You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
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Digitally signed by AMIT ANAND
Date: 2021.03.24 23:35:13 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

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The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use “forgot password “option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organization
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

Remuneration Details
Name : CHARITHA S R

Position: Assistant Manager

Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
HRA	3,500	42,000
Supplementary Allowance *	12,000	1,44,000
Superannuation Allowance **	1050.00	12,600
Total	23,550	2,82,600
Retirals		
Retirals (PF, Gratuity) ***	2,383	28,596
Total CTC	25,933	3,11,196
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	28,183	3,38,196

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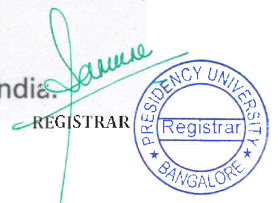
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Location: Mumbai

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 Bandra-Kurla Complex
 Mumbai 400 051, India.

 Tel.: (91-22) 2653 1414
 Fax: (91-22) 2653 1122
 Website www.icicibank.com
 CIN.: L65190GJ1994PLC021012

 Regd. Office : ICICI Bank Tower,
 Near Chakli Circle,
 Old Padra Road,
 Vadodara 390 007, India.


OFFER LETTER

Reference No. - 1384048314
Applicant ID - 4399083

24-Mar-2021

MOHAN G S

Dear MOHAN,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

Reference No. - 1384048314

Applicant ID - 4399083

24-Mar-2021

MOHAN G S

Dear MOHAN,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in CORPORATE EMP SOLUTIONS GROUP at BANGALORE - HOODI.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 10-Apr-2021.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:



a) Professional Ethics & Confidentiality: While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

b) IT Security Practice & Procedures: While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

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REGISTRAR


:2:

Reference No. - 1384048314

MOHAN G S

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

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Reference No. - 1384048314

MOHAN G S

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period and after confirmation by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period and at any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
 - c) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - d) Suppression of any material information by you.
 - e) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

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Reference No. - 1384048314

MOHAN G S

• General:

- Your appointment and continuation in employment are subject to reference checks, successful completion of your course during the current academic year and submission of your certificate and mark sheet within 3 months of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.
- Your acceptance is taken as your understanding that the role in ICICI Bank may involve sales. You may be required to travel extensively as per the requirement of your job/role or as may be needed for the exigencies of the Bank. Also, that you further understand that your services in the Bank are transferrable in any location and profile including sales, across geographies as per organization requirements.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Amit Anand
Business HR Manager

Digitally signed by AMIT ANAND
Date: 2021.03.24 23:35:13 +05:30
Reason: Offer Letter
Location: Mumbai

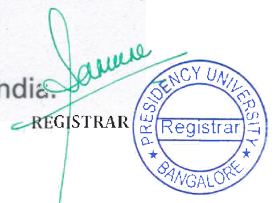
I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

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:5:

Reference No. - 1384048314

MOHAN G S

Annexure:

Remuneration:

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,44,000/- (Rupees One Lakh Forty Four Thousand only) per annum. Supplementary allowance will include –Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 42,000/- (Rupees Forty Two Thousand only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

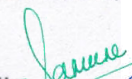

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

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REGISTRAR


Reference No. - 1384048314

MOHAN G S

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children. You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

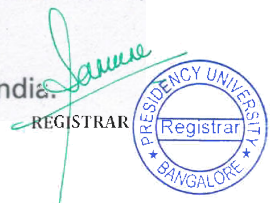
Digitally signed by AMIT ANAND
Date: 2021.03.24 23:35:13 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

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JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use “forgot password “option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organization
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

Remuneration Details
Name : MOHAN G S

Position: Assistant Manager

Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
HRA	3,500	42,000
Supplementary Allowance *	12,000	1,44,000
Superannuation Allowance **	1050.00	12,600
Total	23,550	2,82,600
Retirals		
Retirals (PF, Gratuity) ***	2,383	28,596
Total CTC	25,933	3,11,196
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	28,183	3,38,196

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy

#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 24-Mar-2021

Digitally signed by AMIT ANAND

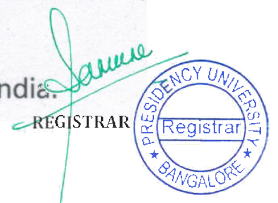
Date: 2021.03.24 23:35:13 +05:30

Reason: Offer Letter

Location: Mumbai

ICICI Bank Limited
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Vadodara 390 007, India.


OFFER LETTER

Reference No. - 1384048331

Applicant ID - 4399106

24-Mar-2021

ARPITA BEHERA

Dear ARPITA,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter. Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : icicicareers@icicibank.com

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

Reference No. - 1384048331

Applicant ID - 4399106

24-Mar-2021

ARPITA BEHERA

Dear ARPITA,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in CORPORATE EMP SOLUTIONS GROUP at BANGALORE - HOODI.

Kindly note, that the offer of appointment is subject to you having fulfilled the requirements of successful completion of the degree programme within the timeline- which is the basic requirement of your eligibility. In an event, where the laid out requirements are not met within the stipulated timeline, this offer shall be withdrawn, cancelled and stand revoked which please take a note of.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 10-Apr-2021.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:



a) Professional Ethics & Confidentiality: While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

b) IT Security Practice & Procedures: While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

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REGISTRAR


:2:

Reference No. - 1384048331

ARPITA BEHERA

- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

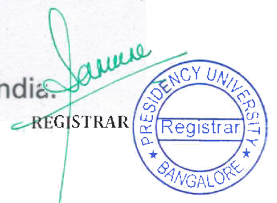
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- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
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Reference No. - 1384048331

ARPITA BEHERA

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 - a) Any breach of the conditions mentioned in this letter on your part
 - b) You not successfully completing the degree programme within the stipulated timeline during the current academic year and non-submission of your certificate and mark sheet within 3 months of result announcement
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Reference No. - 1384048331

ARPITA BEHERA

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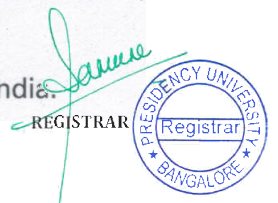
Yours sincerely,

Amit Anand
Business HR Manager

Digitally signed by AMIT ANAND
Date: 2021.03.24 23:35:13 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

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:5:

Reference No. - 1384048331

ARPITA BEHERA

Annexure:

Remuneration:

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

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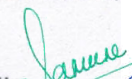

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

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REGISTRAR


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ARPITA BEHERA

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children. You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

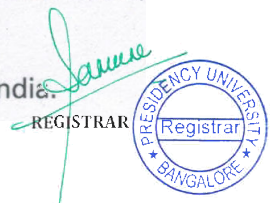
Digitally signed by AMIT ANAND
Date: 2021.03.24 23:35:13 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use “forgot password “option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organization
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

Remuneration Details
Name : ARPITA BEHERA

Position: Assistant Manager

Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
HRA	3,500	42,000
Supplementary Allowance *	12,000	1,44,000
Superannuation Allowance **	1050.00	12,600
Total	23,550	2,82,600
Retirals		
Retirals (PF, Gratuity) ***	2,383	28,596
Total CTC	25,933	3,11,196
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	28,183	3,38,196

* Supplementary allowance will include Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy

#Please note that there is no guaranteed performance linked retention pay, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 24-Mar-2021

Digitally signed by AMIT ANAND

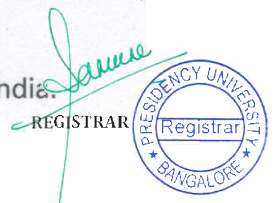
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Reason: Offer Letter

Location: Mumbai

ICICI Bank Limited
 ICICI Bank Towers
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 Regd. Office : ICICI Bank Tower,
 Near Chakli Circle,
 Old Padra Road,
 Vadodara 390 007, India.




Syed Taheer Hussain
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED

15th Floor, Block 6, North Tower

Divyasree Orion

SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032

Tel +91 40 674 80000 / Fax 6748 0840

HR.Hyd@invesco.com

CIN# : U72200TG2012PTC078512

March 26, 2021

Dear Syed Taheer Hussain

Congratulations! We are pleased to offer you the position of Trainee, NATA for Invesco India Pvt. Ltd. ('I IPL or Invesco') effective July 19, 2021. This position will be located in our office at DivyaSree Orion, Survey No. 66/1, Ranga Reddy District, Hyderabad 500 032. People are the foundation of our success and we believe you possess the experience, capability and talent to help us further build our organization into one of the preeminent leaders in the investment community. Speaking not only for myself, but for my colleagues as well, we look forward to the opportunity of working with you to achieve our collective objectives.

The terms and conditions of your employment with I IPL are set forth below, which, together with Annexure A (Compensation), Annexure B (Additional Terms and Conditions of Employment), Annexure C (Sensitive Personal Data or Information Collection Statement), Annexure D (Notice) and Annexure E attachment hereto and incorporated herein, shall constitute the entire agreement between you and I IPL regarding your employment with I IPL (collectively, the "Agreement"). If the terms and conditions of the Agreement meet with your approval, please evidence your acceptance of such by signing where indicated below. The terms of this offer letter, Annexure A, Annexure B, Annexure C, Annexure D, and Annexure E are collectively referred to as "Employment Agreement".

This offer and your services are contingent upon the satisfactory background investigations including employment history. Any personal references and any negative report received by the Company from any person including your existing or earlier employer shall be solely for the Company's use and confidential, and you undertake not to request for a copy thereof or base a claim of any nature against any person including the Company with regard to such report or satisfaction reached by the Company. At your request, we understand that no background check with your present employer will be initiated by us prior to expiry of 7 days of your accepting the offer letter.

Compensation

Annual CTC

You will receive an annual CTC of Rs 3,30,000 . For further details, please refer to Annexure A hereof.

Discretionary Bonus Program

In addition, you will be eligible for Invesco's annual discretionary bonus program. Your target bonus range will be between 0% – 10% of your annual CTC. Your actual bonus award will be based upon company and individual performance and subject to applicable policies of company from time to time. Any incentive or performance bonus paid by the Company to the employee shall be inclusive of the statutory annual bonus, if, where and when, the same may become payable by the Company to the employee.

Relocation Expenses:

Domestic Relocation (e.g., within India only) expense will be reimbursed if you are relocating from a location that is more than 150 Kms away from Invesco Office Location. This is a onetime payment at the time of hiring and you must provide Invesco with documentation acceptable to Invesco documenting the relocation expense. Relocation allowance must be repaid to Invesco within 30 days should your employment with Invesco be terminated for any reason, save for death, permanent disability or in voluntary reduction in force within twelve months from your actual start date with Invesco. Such repayment may be made by Invesco

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deducting relocation amounts from your final paycheck. Below are the details on relocation:

Level / Title	Eligible Amount
Trainee	INR 2,50,000

Note: You can utilize the allocated relocation budget against any of below Service stack (Travel, Transit Stay, Movement of Goods, Miscellaneous Expenses, Brokerage Charges, Bike/ Car Movement, Bike/ Car registration and Local Travel). However, the reimbursement amount should be within the overall relocation budget. All the reimbursement will be paid on the actuals. You must submit dully filled and signed reimbursement form along with original bill containing Vendor GST Number and payments receipts for availing the reimbursement.

Please refer the attached relocation guide for more details

Miscellaneous

Annual Leave

Your annual leave will be communicated to you separately and will not be less than 30 working days in each full year and pro-rata in any part of a year.

Leave encashment would be paid as per the prevailing policy of I IPL at the time of your cessation of employment. The annual leave policy, carry over policy and leave encashment policy can be amended by I IPL at its sole discretion from time to time.

Termination

Your employment may be terminated in accordance with the terms and conditions of Part 12 of Annexure B hereto. Syed Taheer Hussain, we are excited to welcome you to Invesco!

Sincerely,



Mamata Vegunta
Director of HR- Hyderabad

Offer Confirmation and Acceptance

If you are agreeable to the above terms and all terms and conditions as described in the Annexures to this document and Invesco (India) Private Limited Employee Guide, please sign this letter and return to Gayathri Santhoshi (at Santhoshi.Gayithri@invesco.com) by March 29, 2021. Please be sure to retain a copy of this letter for your records.



In the event you fail to provide your acceptance of this offer by March 29, 2021, this offer shall stand rescinded.

Read and Acknowledged by:

Signature: _____
Syed Taheer Hussain

Date: _____

Start Date: _____


REGISTRAR




Syed Taheer Hussain
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED
15th Floor, Block 6, North Tower
Divyasree Orion
SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032
Tel +91 40 674 80000 / Fax 6748 0840
HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

Annexure A: Compensation Details

March 26, 2021

Name: Syed Taheer Hussain
Job Title: Trainee, NATA

	Annual Compensation (Rupees.)
Basic Salary	99,000
Bonus/ex-gratia	12,000
Special Allowance (Flexible Plan)	1,92,648
Company contribution to Provident Fund	21,600
Gratuity as per Gratuity Act	4,752
Total CTC	3,30,000

Sincerely,

Mamata Vegunta
Director of HR- Hyderabad


REGISTRAR




Syed Taheer Hussain
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED

15th Floor, Block 6, North Tower

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Tel +91 40 674 80000 / Fax 6748 0840

HR.Hyd@invesco.com

CIN# : U72200TG2012PTC078512

Annexure B: Additional Terms and Conditions of Employment:

PART 1. EMPLOYMENT AND DUTIES

1.1 You shall perform such duties, assume such responsibilities and carry out such instructions or policies as may be assigned by IIPL from time to time.

1.2 You shall at all times faithfully, diligently and to the best of your abilities perform all duties that may be required of you, and shall devote the whole of your working time, skill, experience, knowledge, labor, energy and attention exclusively to those duties and to the business and affairs of IIPL.

1.3 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you shall not, without first having obtained the written permission of IIPL, either as partner, officer, advisor, consultant, agent, employee, office bearer, contractor or otherwise, (i) be involved or become involved while this Employment Agreement is in effect or engage in any other activities that may conflict with your obligations to the Company; and (ii) carry on, own, manage, operate, join, assist, enable, have an interest in, control or otherwise engage or participate in a business similar to that of the Company or be connected (as a majority shareholder, director, officer, employee, partner, representative, lender, guarantor, distributor or advisor of, or consultant to or otherwise) in any business/ business entity which directly or indirectly is engaged in the business of the Company.

1.4 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you will not, either on your own or on behalf of any other person, firm or IIPL canvass, solicit, attempt to solicit or entice any of IIPL's customers, vendors, clients or any other employee working in IIPL.

1.5 You shall not bind IIPL to any commitment or obligations to third parties (whether in contract, tort or otherwise) without the prior approval of IIPL.


1.6 You shall in the discharge of your duties and in the exercise of your powers, observe, comply and adhere to all such prevailing laws and regulations, policies and procedures as may be applicable to IIPL, from time to time.

1.7 You represent to IIPL that you:

- (a) have the required skills and experience to perform the duties outlined in paragraph 1.2;
 - (b) are mentally and physically fit to perform the duties outlined in paragraph 1.2;
 - (c) are not using any illicit drugs;
 - (d) are not bankrupt;
 - (e) are not party to any agreement or covenant with any third party that may preclude your employment with IIPL;
- and

1.8 You agree to strictly comply with IIPL's HR policy as set out in IIPL's Employee Guide during the course of your employment with IIPL.

1.9 Working in Shift


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- The normal "regular full-time" work schedule for IIPL is forty (40) working hours, not exceeding forty eight (48) working hours, during each working week.
- Daily and weekly work schedules may be changed from time to time, at the sole discretion of the Company, to meet varying business needs.
- In this regard, an employee is expected to work in any shift in a rotational basis in order to meet the business requirements. This may include working over the weekends / holidays, subject to applicable law.
- All employees are expected to adjust to these changes. Employees will be informed of changes in work schedules as far in advance as possible.
- All benefits contingent to working on shifts are guided by the Shift Allowance policy as described in the Employee Guide.

PART 2. TERM OF EMPLOYMENT

2.1 Once your employment has commenced, it shall continue until terminated as hereinafter provided in Part 12, provided however that Parts 8 and 9, shall remain effective after the termination of employment hereunder.

PART 3. TRANSFERS AND PROMOTIONS

3.1 All transfers and promotions will be considered on an individual basis and in line with IIPL's policy.

3.2 IIPL may, at its discretion, transfer you to any business location of IIPL or its affiliates in accordance with the Employee Guide.

PART 4. REMUNERATION

4.1 For all services rendered by you as an employee of IIPL, you shall be entitled to total remuneration as set forth in Annexure A.

4.2 IIPL reserves the right to deduct from your salary and benefits any sums which you may owe IIPL including, without limitation, any overpayment made to you by IIPL or other deductions authorized or required by law.

4.3 In the event of any alteration of remuneration, being so notified, the alteration shall thereafter have effect as if it were specifically provided for in Annexure A.

4.4 Your remuneration will be reviewed periodically in accordance with the established Company policies.

PART 5. BENEFITS

5.1 IIPL agrees to make available to every employee from the start date, the insurance scheme or insurance cum savings scheme as may be notified by the Government at the rates, stipulated by the Government in the notification either in lump sum every year or in monthly installments as may be prescribed by the Government in the notification from time to time.

PART 6. LEAVE

6.1 You will be eligible to receive the annual leave in each full year (January to December) and pro-rata in any part of a year, in accordance with the Company policy.

6.2 Your leave entitlement shall be pro-rated for the years in which your employment with IIPL begins and terminates.

6.3 IIPL shall comply with regulatory requirements when authorizing leaves of absence for you due to medical conditions, pregnancy, childbirth, civic duties, or personal situations.


6.4 You shall request approval from your supervisor prior to taking leave.

PART 7. REIMBURSEMENT OF EXPENSES

7.1 IIPL shall reimburse you for all authorized travel and other expenses actually and properly incurred in connection with your duties as an employee of IIPL in accordance with IIPL's travel and entertainment policy.

7.2 You agree to provide any expense information requested by IIPL together with an itemize expense account and receipts showing all monies actually expended under paragraph 7.1.

PART 8. CONFIDENTIAL INFORMATION

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8.1 As used herein, the term "Confidential Information" means information disclosed to, used by, developed by, or known to you in the course of your employment with IIPL, which is not generally known by persons outside IIPL's employment including, but not limited to, information pertaining to IIPL's and/or its affiliates' trade secrets, client information, marketing methods or strategies, personnel, sources or methods of financial position, pricing, bid proposal features, methods merchandising, interest rates, sales, customer and vendor lists, Inventions (as defined below), routines, policies and business procedures, including those outlined in IIPL's Employee Guide (if any).

8.2 You acknowledge that you shall have access to and be entrusted with Confidential Information in the course of your employment with IIPL, and that IIPL's business would be irreparably harmed if such Confidential Information were disclosed to, or used by, any persons outside IIPL's employment.

8.3 You acknowledge and agree that the right to maintain the absolute confidentiality of its Confidential Information is a proprietary right, which IIPL is entitled to protect.

8.4 You undertake, covenant and agree that you will not, during the term of your employment with IIPL or at any time thereafter, directly or indirectly, by any means whatsoever, divulge, furnish, provide access to, or use for any purpose other than the purposes authorized by IIPL, any of IIPL's Confidential Information, except if (i) it is required by law or any regulatory or government authority but only after giving reasonable notice to enable IIPL to limit such disclosure to the extent possible under law; (ii) it is considered necessary by you to disclose the Confidential Information to your professional advisers, auditors and bankers provided that he does so on terms protecting the Confidential Information which are at least as stringent as those specified herein; or (iii) IIPL has given its consent in writing in relation to such disclosure.

PART 9. INVENTIONS

9.1 As used herein, "Invention" means and includes any invention, improvement, method, process, advertisement, concept, system, apparatus, design or computer program or software, system or database or copyrights, patents, trademarks and designs (whether registered or unregistered), trade secrets or know how.

9.2 You acknowledge and agree that every Invention which you may, at any time during the term of your employment with IIPL or its affiliates, make, devise, develop or conceive, individually or jointly with others, whether during IIPL's business hours or otherwise, and which relates in any manner to IIPL's business or which may be useful to IIPL in connection with IIPL's business shall belong to, and be the exclusive property of IIPL, and you will make full and prompt disclosure to IIPL of every such Invention.

9.3 You undertake to assign to IIPL, or its nominee, every such Invention and to execute all assignments or other instruments and to do any other things necessary and proper to confirm IIPL's right and title in and to every such Invention. You further undertake to perform all proper acts within your power necessary or desired by IIPL to obtain letters patented in the name of IIPL and at IIPL's expense for every such Invention in whatever countries IIPL may desire, without payment by IIPL to You of any royalty, license fee, price or additional compensation. To the extent that such assignment of the rights in the Inventions from you to the Company is held unenforceable under applicable law for any reason, you agree to irrevocably grant a worldwide, enterprise-wide, perpetual, unlimited right and license in the Inventions, to use modify, improve, interpret, compile, recompile and further assign such rights provided in the Inventions for any purpose of the Company and without identifying or seeking your consent.

9.4 You further agree and acknowledge that even if IIPL does not exercise any of the rights in any of the assigned Inventions for more than a period of 1 (one) year, such assignment of, and license to, the rights in such assigned Inventions will not lapse and such rights will not revert pursuant to Section 19(4) of the Copyright Act, 1957.

9.5 You agree that, all duties and responsibilities provided by you under this Employment Agreement are specially ordered or commissioned by the Company for its sole and exclusive use and shall constitute 'work for hire' at the instance of the Company in accordance with Section 17 (b) Copyrights Act, 1957, as amended from time to time. You will not, during or at any time after the completion, expiry or termination of this Employment Agreement in any way question or dispute the ownership of the Inventions developed, discovered, prepared, created, conceived or reduced to practice by you, either alone or jointly with others, during the course of performance of your duties under this Employment Agreement.

9.6 You may only use the Inventions to perform your duties under this Employment Agreement. You agree not to use the Inventions for your own gain. Further, you agree to not disclose any Inventions to any third party without the express written consent of the Company. To the extent any rights considered as moral rights in any jurisdiction cannot be assigned, you hereby forever waive and agree never to assert any and all moral rights that you may have in the Inventions or in respect to any Invention which you may be entitled under the law or any relevant jurisdiction even after termination of your relationship/employment with the Company and undertake to not initiate any legal proceedings to enforce any such moral rights.

9.7 The obligations contained in Part 9 hereof shall continue beyond the termination of your employment and shall be binding upon your assigns, executors, administrators and other legal representatives.


REGISTRAR



PART 10. INJUNCTIVE RELIEF

10.1 You acknowledge and agree that a breach by you of any of the covenants contained in Parts 8 or 9 hereof would result in irreparable harm to I IPL's business such that I IPL could not adequately be compensated for such harm by a damage award. Accordingly, you agree that in the event of any such breach, in addition to all other remedies available to I IPL at law or in equity, I IPL shall be entitled as a matter of right to obtain from a court of competent jurisdiction such relief by way of restraining order, injunction, decree or otherwise as may be appropriate to ensure compliance with the provisions of Parts 8 or 9 herein and you waive any right to object and consents to the issuance of an injunction or interim injunction prohibiting you from breaching any of the provisions hereof.

PART 11. POLICIES AND PROCEDURE MANUAL AND CODE OF CONDUCT

11.1 You agree to comply with and be bound by the provisions of I IPL's Guide and Code of Business Conduct and Ethics.

11.2 It is understood that I IPL maintains or may maintain certain policies, which may relate to the employment of you. You agree to comply with such policies. It is agreed that the introduction and administration of such policies are within the sole discretion of I IPL. I IPL has the sole discretion to revise/amend any such policies and you agree to abide by such revised/amended policies as may/may not be notified to you. If I IPL introduces, amends or deletes such policies as conditions warrant, such introduction, deletion or amendment does not constitute a breach of this Employment Agreement.

PART 12. TERMINATION OF EMPLOYMENT

12.1 Your employment may be terminated at any time by I IPL:

a) without notice or remuneration in lieu thereof at any time:

- i) for just cause;
- ii) if you are convicted of an indictable criminal offense or become bankrupt;
- iii) if you are guilty of any misconduct which in the reasonable opinion of I IPL could injure the reputation or business of I IPL;
- iv) if you, by reason of illness or mental or physical disability or incapacity, are unable to perform your duties under this as an employee of I IPL for any period of sixty (60) consecutive calendar days; or
- v) if you breach any obligation of yours contained in this Annexure B.

b) otherwise, for convenience, upon notice of 60 days prior notice, in writing or with a payment to you in lieu of notice.

12.2 You may terminate your employment with I IPL at any time by providing I IPL with 60 days prior notice in writing to that effect.

12.3 Upon termination of your employment with I IPL for any reason, you agree that all items in possession of you in respect of I IPL's business including all files, manuals, information, Confidential Information, Inventions and documents and all equipment such as motor vehicles, cameras, tape recorders, office equipment, computers and related equipment shall remain the property of I IPL and you shall personally deliver same promptly to I IPL's office. No photostatic copy, duplication or reproduction of any kind whatsoever shall be made of such files, information or documents without the express written consent of I IPL.

12.4 The payment of the amount required pursuant to sub-paragraph 12.1 (a) if applicable, together with any amounts accrued pursuant to paragraphs 4.1 and 6.1, shall be full and final severance pay and settlement between the parties hereto and the Employee agrees that he will not be entitled to any further compensation or payment of any kind whatsoever.

PART 13. GOVERNING LAW

13.1 This document shall be construed and interpreted in accordance with Indian law and the Courts of Hyderabad shall have exclusive jurisdiction on any matters related thereto.

The terms and conditions as outlined in this Employment Agreement are subject to the terms and conditions of the Employee guide. The guide shall prevail in case of any inconsistency between this Employment Agreement and Employee guide. The Company can change the terms and conditions in the employee guide at any time without notice and the latest employee guide shall prevail over previous sessions.

PART 14. OTHER TERMS



14.1 Non-Disparagement:

a) Upon cessation of your employment with IIPL, you shall refrain from making any adverse written or oral statement or taking any action, directly or indirectly, which you know or reasonably should know to be disparaging, negative or capable of causing harm to the reputation of IIPL or its affiliates, publicly or otherwise, except as allowed or required by law. You shall also refrain from suggesting to anyone that any written or oral statements concerning IIPL or its affiliates, be made which you know or reasonably should know to be disparaging or negative, or from urging or influencing any person to make any such statement.

b) You understand that nothing in this Employment Agreement shall in any way limit or prohibit you from engaging for a lawful purpose in any Protected Activity. For purposes of this Employment Agreement, "Protected Activity" shall mean filing a charge or complaint, or otherwise communicating, cooperating, or participating with any governmental agency or regulatory body, in accordance with applicable laws.

Read and Acknowledged by:

Signature: _____
Syed Taheer Hussain

Date: _____





Annexure C: Sensitive Personal Data or Information (SPDI) Collection Statement

Throughout the course of your employment or service with Invesco India Private Limited ("IIPL"), we may collect certain Sensitive Personal Data or Information ("SPDI") from you.

The purpose of collection of SPDI includes but is not limited to: assessing an individual's qualifications and suitability including state of health for a particular job or task, administering a range of HR processes, provisioning of payroll benefits, record retention process, performance management, staff action on career development, tax-return filing, disclosures as permitted and required by law to assist in regulatory or other investigation or inspection, if any, or internal audit procedure and / or other administrative tasks ("Purposes").

The SPDI that we have collected and may collect from time to time may be used for the Purposes listed above by IIPL and/or may be transferred (whether in or outside of your employing country) to our group, affiliate or associate companies, our third party service providers such as insurers, bankers, administrators and other third party companies engaged in contractual activities on our behalf.

As per IIPL's Employment Data Protection Policy, we reserve the right to retain SPDI of employees, contractors, temporary employees, consultants, interns, trainees, prospective employees or applicants, and former employees when they cease to be employed by us for a period as allowed under applicable laws. Such SPDI may be required for any purposes, residual or ancillary to the above Purposes in relation to a former employee, including, but not limited to; the provision of job references, processing applications for the employment matters relating to retirement benefits and allowing us to fulfill other contractual or statutory obligations. Please note that you have a right to request access to or seek a correction to your SPDI in relation to your employment.

Please visit the intranet for our latest Employment Data Protection Policy should you have any enquiries concerning the SPDI collected, including obtaining copies and/ or seeking any correction. Please note that the Employment Data Protection Policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your acceptance of the Sensitive Personal Data or Information Collection Statement and acknowledge that you have read and agree to the terms of the Employment Data Protection Policy. You have the right to opt-out, in which case, you may contact the Human Resources department

Read and Acknowledged by:

Signature: _____
Syed Taheer Hussain

Date: _____





Annexure D : Notice to Potential Employees
Invesco Limited and its subsidiaries (Invesco)

Invesco, as an investment company, is highly regulated by, and abides by all applicable regulatory requirements of, the Securities and Exchange Commission (SEC). As an individual providing service to Invesco as an employee, you are subject to certain regulations established by the SEC as a condition of providing services to the corporation. This document provides you with an overview of those requirements so you know what to expect in anticipation of working with the organization.

Financial disclosure:

Due to potential access to sensitive information and records, you will be subject to disclosure of your personal investment holdings and trading activity as well as those of your immediate family while working with the company. Disclosure and other requirements may include, but may not be limited to, the following:

- a) Disclosure of direct or indirect beneficial ownership of securities held now or in the future;
- b) Clearance by Invesco before engaging in certain personal securities transactions;
- c) Reporting of certain personal securities transactions to Invesco;
- d) Restrictions on engaging in personal securities transactions or holding securities issued during an initial public offering;
- e) Restrictions on and disclosures regarding personal securities transactions involving the purchase or sale of unregistered or restricted securities;
- f) Restrictions on engaging in personal securities transactions in certain securities during certain periods of time; and
- g) Holding demat and trading accounts with an approved broker only.

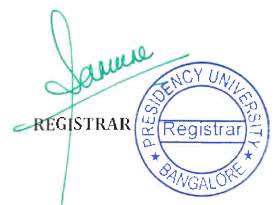
IPL's Compliance department will contact you shortly after you begin your assignment regarding disclosure requirements and pre-clearance of personal trades (if applicable).

Compliance with these requirements is a condition to any working relationship with Invesco, but does not guarantee a continued working relationship. All individuals work with Invesco on an at-will basis unless another status is agreed in writing with an authorized Invesco representative. Thank you for your cooperation and efforts toward maintaining Invesco as an organization that demonstrates the highest of ethical standards and behaviors in all of its business responsibilities.

Read and Acknowledged by:

Signature: _____
Syed Taheer Hussain

Date: _____





Annexure E: Transportation

In line with regulatory requirement and prevailing Invesco policy, Invesco provides door to door transport where applicable, for employees.

Employees whose login and log-out falls in between 7pm-7am can opt for company-provided transport facility, provided the following conditions are met:

- (I) Transport service is provided to employees who resides within 30kms radius from IIPL Office location.
- (II) It is intended that the maximum journey time should not be more than 120 minutes (one way). The calculated time is based on normal traffic conditions.

One of the prerequisites to making the Invesco offer was your proximity of residence to the Invesco office location. If you are unable to reside within the radius of Invesco Transport eligibility, during your tenure at IIPL, IIPL shall be entitled to take such necessary steps as may be required including

- (I) Ceasing the transportation facility
- (II) Termination of your employment with Invesco.

You are required to make yourself familiar with the Invesco Transport policy by reading the policy available on Intranet. More details can be obtained by contacting your Facilities Services department. Please note that the Invesco Transport policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your understanding and acceptance of the above.

Read and Acknowledged by:

Signature: _____
Syed Taheer Hussain

Date: _____





Praveesh Kumar P
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED

15th Floor, Block 6, North Tower

Divyasree Orion

SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032

Tel +91 40 674 80000 / Fax 6748 0840

HR.Hyd@invesco.com

CIN# : U72200TG2012PTC078512

March 26, 2021

Dear Praveesh Kumar P

Congratulations! We are pleased to offer you the position of Trainee, NATA for Invesco India Pvt. Ltd. ('I IPL or Invesco') effective July 19, 2021. This position will be located in our office at DivyaSree Orion, Survey No. 66/1, Ranga Reddy District, Hyderabad 500 032. People are the foundation of our success and we believe you possess the experience, capability and talent to help us further build our organization into one of the preeminent leaders in the investment community. Speaking not only for myself, but for my colleagues as well, we look forward to the opportunity of working with you to achieve our collective objectives.

The terms and conditions of your employment with I IPL are set forth below, which, together with Annexure A (Compensation), Annexure B (Additional Terms and Conditions of Employment), Annexure C (Sensitive Personal Data or Information Collection Statement), Annexure D (Notice) and Annexure E attachment hereto and incorporated herein, shall constitute the entire agreement between you and I IPL regarding your employment with I IPL (collectively, the "Agreement"). If the terms and conditions of the Agreement meet with your approval, please evidence your acceptance of such by signing where indicated below. The terms of this offer letter, Annexure A, Annexure B, Annexure C, Annexure D, and Annexure E are collectively referred to as "Employment Agreement".

This offer and your services are contingent upon the satisfactory background investigations including employment history. Any personal references and any negative report received by the Company from any person including your existing or earlier employer shall be solely for the Company's use and confidential, and you undertake not to request for a copy thereof or base a claim of any nature against any person including the Company with regard to such report or satisfaction reached by the Company. At your request, we understand that no background check with your present employer will be initiated by us prior to expiry of 7 days of your accepting the offer letter.

Compensation

Annual CTC

You will receive an annual CTC of Rs 3,30,000 . For further details, please refer to Annexure A hereof.

Discretionary Bonus Program

In addition, you will be eligible for Invesco's annual discretionary bonus program. Your target bonus range will be between 0% – 10% of your annual CTC. Your actual bonus award will be based upon company and individual performance and subject to applicable policies of company from time to time. Any incentive or performance bonus paid by the Company to the employee shall be inclusive of the statutory annual bonus, if, where and when, the same may become payable by the Company to the employee.

Relocation Expenses:

Domestic Relocation (e.g., within India only) expense will be reimbursed if you are relocating from a location that is more than 150 Kms away from Invesco Office Location. This is a onetime payment at the time of hiring and you must provide Invesco with documentation acceptable to Invesco documenting the relocation expense. Relocation allowance must be repaid to Invesco within 30 days should your employment with Invesco be terminated for any reason, save for death, permanent disability or involuntary reduction in force within twelve months from your actual start date with Invesco. Such repayment may be made by Invesco

REGISTRAR



deducting relocation amounts from your final paycheck. Below are the details on relocation:

Level / Title	Eligible Amount
Trainee	INR 2,50,000

Note: You can utilize the allocated relocation budget against any of below Service stack (Travel, Transit Stay, Movement of Goods, Miscellaneous Expenses, Brokerage Charges, Bike/ Car Movement, Bike/ Car registration and Local Travel). However, the reimbursement amount should be within the overall relocation budget. All the reimbursement will be paid on the actuals. You must submit dully filled and signed reimbursement form along with original bill containing Vendor GST Number and payments receipts for availing the reimbursement.

Please refer the attached relocation guide for more details

Miscellaneous

Annual Leave

Your annual leave will be communicated to you separately and will not be less than 30 working days in each full year and pro-rata in any part of a year.

Leave encashment would be paid as per the prevailing policy of I IPL at the time of your cessation of employment. The annual leave policy, carry over policy and leave encashment policy can be amended by I IPL at its sole discretion from time to time.

Termination

Your employment may be terminated in accordance with the terms and conditions of Part 12 of Annexure B hereto. Praveesh Kumar P, we are excited to welcome you to Invesco!

Sincerely,



Mamata Vegunta
Director of HR- Hyderabad

Offer Confirmation and Acceptance

If you are agreeable to the above terms and all terms and conditions as described in the Annexures to this document and Invesco (India) Private Limited Employee Guide, please sign this letter and return to Gayathri Santhoshi (at Santhoshi.Gayithri@invesco.com) by March 29, 2021. Please be sure to retain a copy of this letter for your records.

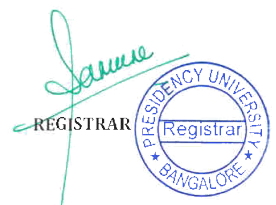
In the event you fail to provide your acceptance of this offer by March 29, 2021, this offer shall stand rescinded.

Read and Acknowledged by:

Signature: _____
Praveesh Kumar P

Date: _____

Start Date: _____



REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE



Praveesh Kumar P
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED
15th Floor, Block 6, North Tower
Divyasree Orion
SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032
Tel +91 40 674 80000 / Fax 6748 0840
HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

Annexure A: Compensation Details

March 26, 2021

Name: Praveesh Kumar P
Job Title: Trainee, NATA

	Annual Compensation (Rupees.)
Basic Salary	99,000
Bonus/ex-gratia	12,000
Special Allowance (Flexible Plan)	1,92,648
Company contribution to Provident Fund	21,600
Gratuity as per Gratuity Act	4,752
Total CTC	3,30,000

Sincerely,

Mamata Vegunta
Director of HR- Hyderabad





Praveesh Kumar P
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED

15th Floor, Block 6, North Tower

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HR.Hyd@invesco.com

CIN# : U72200TG2012PTC078512

Annexure B: Additional Terms and Conditions of Employment:

PART 1. EMPLOYMENT AND DUTIES

1.1 You shall perform such duties, assume such responsibilities and carry out such instructions or policies as may be assigned by IIPL from time to time.

1.2 You shall at all times faithfully, diligently and to the best of your abilities perform all duties that may be required of you, and shall devote the whole of your working time, skill, experience, knowledge, labor, energy and attention exclusively to those duties and to the business and affairs of IIPL.

1.3 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you shall not, without first having obtained the written permission of IIPL, either as partner, officer, advisor, consultant, agent, employee, office bearer, contractor or otherwise, (i) be involved or become involved while this Employment Agreement is in effect or engage in any other activities that may conflict with your obligations to the Company; and (ii) carry on, own, manage, operate, join, assist, enable, have an interest in, control or otherwise engage or participate in a business similar to that of the Company or be connected (as a majority shareholder, director, officer, employee, partner, representative, lender, guarantor, distributor or advisor of, or consultant to or otherwise) in any business/ business entity which directly or indirectly is engaged in the business of the Company.

1.4 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you will not, either on your own or on behalf of any other person, firm or IIPL canvass, solicit, attempt to solicit or entice any of IIPL's customers, vendors, clients or any other employee working in IIPL.

1.5 You shall not bind IIPL to any commitment or obligations to third parties (whether in contract, tort or otherwise) without the prior approval of IIPL.



1.6 You shall in the discharge of your duties and in the exercise of your powers, observe, comply and adhere to all such prevailing laws and regulations, policies and procedures as may be applicable to IIPL, from time to time.

1.7 You represent to IIPL that you:

- (a) have the required skills and experience to perform the duties outlined in paragraph 1.2;
 - (b) are mentally and physically fit to perform the duties outlined in paragraph 1.2;
 - (c) are not using any illicit drugs;
 - (d) are not bankrupt;
 - (e) are not party to any agreement or covenant with any third party that may preclude your employment with IIPL;
- and

1.8 You agree to strictly comply with IIPL's HR policy as set out in IIPL's Employee Guide during the course of your employment with IIPL.

1.9 Working in Shift


REGISTRAR


- The normal "regular full-time" work schedule for IIPL is forty (40) working hours, not exceeding forty eight (48) working hours, during each working week.
- Daily and weekly work schedules may be changed from time to time, at the sole discretion of the Company, to meet varying business needs.
- In this regard, an employee is expected to work in any shift in a rotational basis in order to meet the business requirements. This may include working over the weekends / holidays, subject to applicable law.
- All employees are expected to adjust to these changes. Employees will be informed of changes in work schedules as far in advance as possible.
- All benefits contingent to working on shifts are guided by the Shift Allowance policy as described in the Employee Guide.

PART 2. TERM OF EMPLOYMENT

2.1 Once your employment has commenced, it shall continue until terminated as hereinafter provided in Part 12, provided however that Parts 8 and 9, shall remain effective after the termination of employment hereunder.

PART 3. TRANSFERS AND PROMOTIONS

3.1 All transfers and promotions will be considered on an individual basis and in line with IIPL's policy.

3.2 IIPL may, at its discretion, transfer you to any business location of IIPL or its affiliates in accordance with the Employee Guide.

PART 4. REMUNERATION

4.1 For all services rendered by you as an employee of IIPL, you shall be entitled to total remuneration as set forth in Annexure A.

4.2 IIPL reserves the right to deduct from your salary and benefits any sums which you may owe IIPL including, without limitation, any overpayment made to you by IIPL or other deductions authorized or required by law.

4.3 In the event of any alteration of remuneration, being so notified, the alteration shall thereafter have effect as if it were specifically provided for in Annexure A.

4.4 Your remuneration will be reviewed periodically in accordance with the established Company policies.

PART 5. BENEFITS

5.1 IIPL agrees to make available to every employee from the start date, the insurance scheme or insurance cum savings scheme as may be notified by the Government at the rates, stipulated by the Government in the notification either in lump sum every year or in monthly installments as may be prescribed by the Government in the notification from time to time.

PART 6. LEAVE

6.1 You will be eligible to receive the annual leave in each full year (January to December) and pro-rata in any part of a year, in accordance with the Company policy.

6.2 Your leave entitlement shall be pro-rated for the years in which your employment with IIPL begins and terminates.

6.3 IIPL shall comply with regulatory requirements when authorizing leaves of absence for you due to medical conditions, pregnancy, childbirth, civic duties, or personal situations.

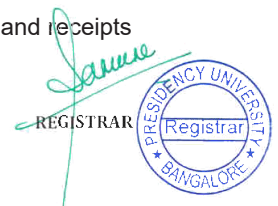
6.4 You shall request approval from your supervisor prior to taking leave.

PART 7. REIMBURSEMENT OF EXPENSES

7.1 IIPL shall reimburse you for all authorized travel and other expenses actually and properly incurred in connection with your duties as an employee of IIPL in accordance with IIPL's travel and entertainment policy.

7.2 You agree to provide any expense information requested by IIPL together with an itemize expense account and receipts showing all monies actually expended under paragraph 7.1.

PART 8. CONFIDENTIAL INFORMATION



8.1 As used herein, the term "Confidential Information" means information disclosed to, used by, developed by, or known to you in the course of your employment with IIPL, which is not generally known by persons outside IIPL's employment including, but not limited to, information pertaining to IIPL's and/or its affiliates' trade secrets, client information, marketing methods or strategies, personnel, sources or methods of financial position, pricing, bid proposal features, methods merchandising, interest rates, sales, customer and vendor lists, Inventions (as defined below), routines, policies and business procedures, including those outlined in IIPL's Employee Guide (if any).

8.2 You acknowledge that you shall have access to and be entrusted with Confidential Information in the course of your employment with IIPL, and that IIPL's business would be irreparably harmed if such Confidential Information were disclosed to, or used by, any persons outside IIPL's employment.

8.3 You acknowledge and agree that the right to maintain the absolute confidentiality of its Confidential Information is a proprietary right, which IIPL is entitled to protect.

8.4 You undertake, covenant and agree that you will not, during the term of your employment with IIPL or at any time thereafter, directly or indirectly, by any means whatsoever, divulge, furnish, provide access to, or use for any purpose other than the purposes authorized by IIPL, any of IIPL's Confidential Information, except if (i) it is required by law or any regulatory or government authority but only after giving reasonable notice to enable IIPL to limit such disclosure to the extent possible under law; (ii) it is considered necessary by you to disclose the Confidential Information to your professional advisers, auditors and bankers provided that he does so on terms protecting the Confidential Information which are at least as stringent as those specified herein; or (iii) IIPL has given its consent in writing in relation to such disclosure.

PART 9. INVENTIONS

9.1 As used herein, "Invention" means and includes any invention, improvement, method, process, advertisement, concept, system, apparatus, design or computer program or software, system or database or copyrights, patents, trademarks and designs (whether registered or unregistered), trade secrets or know how.

9.2 You acknowledge and agree that every Invention which you may, at any time during the term of your employment with IIPL or its affiliates, make, devise, develop or conceive, individually or jointly with others, whether during IIPL's business hours or otherwise, and which relates in any manner to IIPL's business or which may be useful to IIPL in connection with IIPL's business shall belong to, and be the exclusive property of IIPL, and you will make full and prompt disclosure to IIPL of every such Invention.

9.3 You undertake to assign to IIPL, or its nominee, every such Invention and to execute all assignments or other instruments and to do any other things necessary and proper to confirm IIPL's right and title in and to every such Invention. You further undertake to perform all proper acts within your power necessary or desired by IIPL to obtain letters patented in the name of IIPL and at IIPL's expense for every such Invention in whatever countries IIPL may desire, without payment by IIPL to You of any royalty, license fee, price or additional compensation. To the extent that such assignment of the rights in the Inventions from you to the Company is held unenforceable under applicable law for any reason, you agree to irrevocably grant a worldwide, enterprise-wide, perpetual, unlimited right and license in the Inventions, to use modify, improve, interpret, compile, recompile and further assign such rights provided in the Inventions for any purpose of the Company and without identifying or seeking your consent.

9.4 You further agree and acknowledge that even if IIPL does not exercise any of the rights in any of the assigned Inventions for more than a period of 1 (one) year, such assignment of, and license to, the rights in such assigned Inventions will not lapse and such rights will not revert pursuant to Section 19(4) of the Copyright Act, 1957.

9.5 You agree that, all duties and responsibilities provided by you under this Employment Agreement are specially ordered or commissioned by the Company for its sole and exclusive use and shall constitute 'work for hire' at the instance of the Company in accordance with Section 17 (b) Copyrights Act, 1957, as amended from time to time. You will not, during or at any time after the completion, expiry or termination of this Employment Agreement in any way question or dispute the ownership of the Inventions developed, discovered, prepared, created, conceived or reduced to practice by you, either alone or jointly with others, during the course of performance of your duties under this Employment Agreement.

9.6 You may only use the Inventions to perform your duties under this Employment Agreement. You agree not to use the Inventions for your own gain. Further, you agree to not disclose any Inventions to any third party without the express written consent of the Company. To the extent any rights considered as moral rights in any jurisdiction cannot be assigned, you hereby forever waive and agree never to assert any and all moral rights that you may have in the Inventions or in respect to any Invention which you may be entitled under the law or any relevant jurisdiction even after termination of your relationship/employment with the Company and undertake to not initiate any legal proceedings to enforce any such moral rights.

9.7 The obligations contained in Part 9 hereof shall continue beyond the termination of your employment and shall be binding upon your assigns, executors, administrators and other legal representatives.

Registrar
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

PART 10. INJUNCTIVE RELIEF

10.1 You acknowledge and agree that a breach by you of any of the covenants contained in Parts 8 or 9 hereof would result in irreparable harm to IIPL's business such that IIPL could not adequately be compensated for such harm by a damage award. Accordingly, you agree that in the event of any such breach, in addition to all other remedies available to IIPL at law or in equity, IIPL shall be entitled as a matter of right to obtain from a court of competent jurisdiction such relief by way of restraining order, injunction, decree or otherwise as may be appropriate to ensure compliance with the provisions of Parts 8 or 9 herein and you waive any right to object and consents to the issuance of an injunction or interim injunction prohibiting you from breaching any of the provisions hereof.

PART 11. POLICIES AND PROCEDURE MANUAL AND CODE OF CONDUCT

11.1 You agree to comply with and be bound by the provisions of IIPL's Guide and Code of Business Conduct and Ethics.

11.2 It is understood that IIPL maintains or may maintain certain policies, which may relate to the employment of you. You agree to comply with such policies. It is agreed that the introduction and administration of such policies are within the sole discretion of IIPL. IIPL has the sole discretion to revise/amend any such policies and you agree to abide by such revised/amended policies as may/may not be notified to you. If IIPL introduces, amends or deletes such policies as conditions warrant, such introduction, deletion or amendment does not constitute a breach of this Employment Agreement.

PART 12. TERMINATION OF EMPLOYMENT

12.1 Your employment may be terminated at any time by IIPL:

a) without notice or remuneration in lieu thereof at any time:

- i) for just cause;
- ii) if you are convicted of an indictable criminal offense or become bankrupt;
- iii) if you are guilty of any misconduct which in the reasonable opinion of IIPL could injure the reputation or business of IIPL;
- iv) if you, by reason of illness or mental or physical disability or incapacity, are unable to perform your duties under this as an employee of IIPL for any period of sixty (60) consecutive calendar days; or
- v) if you breach any obligation of yours contained in this Annexure B.

b) otherwise, for convenience, upon notice of 60 days prior notice, in writing or with a payment to you in lieu of notice.

12.2 You may terminate your employment with IIPL at any time by providing IIPL with 60 days prior notice in writing to that effect.

12.3 Upon termination of your employment with IIPL for any reason, you agree that all items in possession of you in respect of IIPL's business including all files, manuals, information, Confidential Information, Inventions and documents and all equipment such as motor vehicles, cameras, tape recorders, office equipment, computers and related equipment shall remain the property of IIPL and you shall personally deliver same promptly to IIPL's office. No photostatic copy, duplication or reproduction of any kind whatsoever shall be made of such files, information or documents without the express written consent of IIPL.

12.4 The payment of the amount required pursuant to sub-paragraph 12.1 (a) if applicable, together with any amounts accrued pursuant to paragraphs 4.1 and 6.1, shall be full and final severance pay and settlement between the parties hereto and the Employee agrees that he will not be entitled to any further compensation or payment of any kind whatsoever.

PART 13. GOVERNING LAW

13.1 This document shall be construed and interpreted in accordance with Indian law and the Courts of Hyderabad shall have exclusive jurisdiction on any matters related thereto.

The terms and conditions as outlined in this Employment Agreement are subject to the terms and conditions of the Employee guide. The guide shall prevail in case of any inconsistency between this Employment Agreement and Employee guide. The Company can change the terms and conditions in the employee guide at any time without notice and the latest employee guide shall prevail over previous sessions.

PART 14. OTHER TERMS



14.1 Non-Disparagement:

a) Upon cessation of your employment with IIPL, you shall refrain from making any adverse written or oral statement or taking any action, directly or indirectly, which you know or reasonably should know to be disparaging, negative or capable of causing harm to the reputation of IIPL or its affiliates, publicly or otherwise, except as allowed or required by law. You shall also refrain from suggesting to anyone that any written or oral statements concerning IIPL or its affiliates, be made which you know or reasonably should know to be disparaging or negative, or from urging or influencing any person to make any such statement.

b) You understand that nothing in this Employment Agreement shall in any way limit or prohibit you from engaging for a lawful purpose in any Protected Activity. For purposes of this Employment Agreement, "Protected Activity" shall mean filing a charge or complaint, or otherwise communicating, cooperating, or participating with any governmental agency or regulatory body, in accordance with applicable laws.

Read and Acknowledged by:

Signature: _____
Praveesh Kumar P

Date: _____





Annexure C: Sensitive Personal Data or Information (SPDI) Collection Statement

Throughout the course of your employment or service with Invesco India Private Limited ("IIPL"), we may collect certain Sensitive Personal Data or Information ("SPDI") from you.

The purpose of collection of SPDI includes but is not limited to: assessing an individual's qualifications and suitability including state of health for a particular job or task, administering a range of HR processes, provisioning of payroll benefits, record retention process, performance management, staff action on career development, tax-return filing, disclosures as permitted and required by law to assist in regulatory or other investigation or inspection, if any, or internal audit procedure and / or other administrative tasks ("Purposes").

The SPDI that we have collected and may collect from time to time may be used for the Purposes listed above by IIPL and/or may be transferred (whether in or outside of your employing country) to our group, affiliate or associate companies, our third party service providers such as insurers, bankers, administrators and other third party companies engaged in contractual activities on our behalf.

As per IIPL's Employment Data Protection Policy, we reserve the right to retain SPDI of employees, contractors, temporary employees, consultants, interns, trainees, prospective employees or applicants, and former employees when they cease to be employed by us for a period as allowed under applicable laws. Such SPDI may be required for any purposes, residual or ancillary to the above Purposes in relation to a former employee, including, but not limited to; the provision of job references, processing applications for the employment matters relating to retirement benefits and allowing us to fulfill other contractual or statutory obligations. Please note that you have a right to request access to or seek a correction to your SPDI in relation to your employment.

Please visit the intranet for our latest Employment Data Protection Policy should you have any enquiries concerning the SPDI collected, including obtaining copies and/ or seeking any correction. Please note that the Employment Data Protection Policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your acceptance of the Sensitive Personal Data or Information Collection Statement and acknowledge that you have read and agree to the terms of the Employment Data Protection Policy. You have the right to opt-out, in which case, you may contact the Human Resources department

Read and Acknowledged by:

Signature: _____
Praveesh Kumar P

Date: _____





Annexure D : Notice to Potential Employees
Invesco Limited and its subsidiaries (Invesco)

Invesco, as an investment company, is highly regulated by, and abides by all applicable regulatory requirements of, the Securities and Exchange Commission (SEC). As an individual providing service to Invesco as an employee, you are subject to certain regulations established by the SEC as a condition of providing services to the corporation. This document provides you with an overview of those requirements so you know what to expect in anticipation of working with the organization.

Financial disclosure:

Due to potential access to sensitive information and records, you will be subject to disclosure of your personal investment holdings and trading activity as well as those of your immediate family while working with the company. Disclosure and other requirements may include, but may not be limited to, the following:

- a) Disclosure of direct or indirect beneficial ownership of securities held now or in the future;
- b) Clearance by Invesco before engaging in certain personal securities transactions;
- c) Reporting of certain personal securities transactions to Invesco;
- d) Restrictions on engaging in personal securities transactions or holding securities issued during an initial public offering;
- e) Restrictions on and disclosures regarding personal securities transactions involving the purchase or sale of unregistered or restricted securities;
- f) Restrictions on engaging in personal securities transactions in certain securities during certain periods of time; and
- g) Holding demat and trading accounts with an approved broker only.

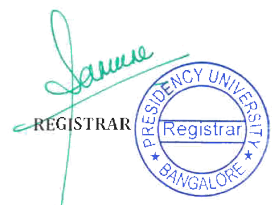
IPL's Compliance department will contact you shortly after you begin your assignment regarding disclosure requirements and pre-clearance of personal trades (if applicable).

Compliance with these requirements is a condition to any working relationship with Invesco, but does not guarantee a continued working relationship. All individuals work with Invesco on an at-will basis unless another status is agreed in writing with an authorized Invesco representative. Thank you for your cooperation and efforts toward maintaining Invesco as an organization that demonstrates the highest of ethical standards and behaviors in all of its business responsibilities.

Read and Acknowledged by:

Signature: _____
Praveesh Kumar P

Date: _____





Annexure E: Transportation

In line with regulatory requirement and prevailing Invesco policy, Invesco provides door to door transport where applicable, for employees.

Employees whose login and log-out falls in between 7pm-7am can opt for company-provided transport facility, provided the following conditions are met:

- (I) Transport service is provided to employees who resides within 30kms radius from IIPL Office location.
- (II) It is intended that the maximum journey time should not be more than 120 minutes (one way). The calculated time is based on normal traffic conditions.

One of the prerequisites to making the Invesco offer was your proximity of residence to the Invesco office location. If you are unable to reside within the radius of Invesco Transport eligibility, during your tenure at IIPL, IIPL shall be entitled to take such necessary steps as may be required including

- (I) Ceasing the transportation facility
- (II) Termination of your employment with Invesco.

You are required to make yourself familiar with the Invesco Transport policy by reading the policy available on Intranet. More details can be obtained by contacting your Facilities Services department. Please note that the Invesco Transport policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your understanding and acceptance of the above.

Read and Acknowledged by:

Signature: _____
Praveesh Kumar P

Date: _____





Nilotpal Nath
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED
15th Floor, Block 6, North Tower
Divyasree Orion
SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032
Tel +91 40 674 80000 / Fax 6748 0840
HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

March 26, 2021

Dear Nilotpal Nath

Congratulations! We are pleased to offer you the position of Trainee, NATA for Invesco India Pvt. Ltd. ('I IPL or Invesco') effective July 19, 2021. This position will be located in our office at DivyaSree Orion, Survey No. 66/1, Ranga Reddy District, Hyderabad 500 032. People are the foundation of our success and we believe you possess the experience, capability and talent to help us further build our organization into one of the preeminent leaders in the investment community. Speaking not only for myself, but for my colleagues as well, we look forward to the opportunity of working with you to achieve our collective objectives.

The terms and conditions of your employment with I IPL are set forth below, which, together with Annexure A (Compensation), Annexure B (Additional Terms and Conditions of Employment), Annexure C (Sensitive Personal Data or Information Collection Statement), Annexure D (Notice) and Annexure E attachment hereto and incorporated herein, shall constitute the entire agreement between you and I IPL regarding your employment with I IPL (collectively, the "Agreement"). If the terms and conditions of the Agreement meet with your approval, please evidence your acceptance of such by signing where indicated below. The terms of this offer letter, Annexure A, Annexure B, Annexure C, Annexure D, and Annexure E are collectively referred to as "Employment Agreement".

This offer and your services are contingent upon the satisfactory background investigations including employment history. Any personal references and any negative report received by the Company from any person including your existing or earlier employer shall be solely for the Company's use and confidential, and you undertake not to request for a copy thereof or base a claim of any nature against any person including the Company with regard to such report or satisfaction reached by the Company. At your request, we understand that no background check with your present employer will be initiated by us prior to expiry of 7 days of your accepting the offer letter.

Compensation

Annual CTC

You will receive an annual CTC of Rs 3,30,000 . For further details, please refer to Annexure A hereof.

Discretionary Bonus Program

In addition, you will be eligible for Invesco's annual discretionary bonus program. Your target bonus range will be between 0% – 10% of your annual CTC. Your actual bonus award will be based upon company and individual performance and subject to applicable policies of company from time to time. Any incentive or performance bonus paid by the Company to the employee shall be inclusive of the statutory annual bonus, if, where and when, the same may become payable by the Company to the employee.

Relocation Expenses:

Domestic Relocation (e.g., within India only) expense will be reimbursed if you are relocating from a location that is more than 150 Kms away from Invesco Office Location. This is a onetime payment at the time of hiring and you must provide Invesco with documentation acceptable to Invesco documenting the relocation expense. Relocation allowance must be repaid to Invesco within 30 days should your employment with Invesco be terminated for any reason, save for death, permanent disability or involuntary reduction in force within twelve months from your actual start date with Invesco. Such repayment may be made by Invesco



deducting relocation amounts from your final paycheck. Below are the details on relocation:

Level / Title	Eligible Amount
Trainee	INR 2,50,000

Note: You can utilize the allocated relocation budget against any of below Service stack (Travel, Transit Stay, Movement of Goods, Miscellaneous Expenses, Brokerage Charges, Bike/ Car Movement, Bike/ Car registration and Local Travel). However, the reimbursement amount should be within the overall relocation budget. All the reimbursement will be paid on the actuals. You must submit dully filled and signed reimbursement form along with original bill containing Vendor GST Number and payments receipts for availing the reimbursement.

Please refer the attached relocation guide for more details

Miscellaneous

Annual Leave

Your annual leave will be communicated to you separately and will not be less than 30 working days in each full year and pro-rata in any part of a year.

Leave encashment would be paid as per the prevailing policy of I IPL at the time of your cessation of employment. The annual leave policy, carry over policy and leave encashment policy can be amended by I IPL at its sole discretion from time to time.

Termination

Your employment may be terminated in accordance with the terms and conditions of Part 12 of Annexure B hereto.
Nilotpal Nath, we are excited to welcome you to Invesco!

Sincerely,



Mamata Vegunta
Director of HR- Hyderabad

Offer Confirmation and Acceptance

If you are agreeable to the above terms and all terms and conditions as described in the Annexures to this document and Invesco (India) Private Limited Employee Guide, please sign this letter and return to Gayathri Santhoshi (at Santhoshi.Gayithri@invesco.com) by March 29, 2021. Please be sure to retain a copy of this letter for your records.

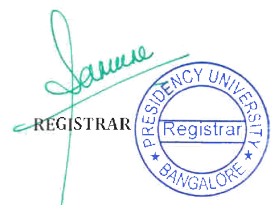
In the event you fail to provide your acceptance of this offer by March 29, 2021, this offer shall stand rescinded.

Read and Acknowledged by:

Signature: _____
Nilotpal Nath

Date: _____

Start Date: _____



REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE



Nilotpal Nath
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED
15th Floor, Block 6, North Tower
Divyasree Orion
SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032
Tel +91 40 674 80000 / Fax 6748 0840
HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

Annexure A: Compensation Details

March 26, 2021

Name: Nilotpal Nath
Job Title: Trainee, NATA

	Annual Compensation (Rupees.)
Basic Salary	99,000
Bonus/ex-gratia	12,000
Special Allowance (Flexible Plan)	1,92,648
Company contribution to Provident Fund	21,600
Gratuity as per Gratuity Act	4,752
Total CTC	3,30,000

Sincerely,

Mamata Vegunta
Director of HR- Hyderabad





Nilotpal Nath
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED

15th Floor, Block 6, North Tower

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Tel +91 40 674 80000 / Fax 6748 0840

HR.Hyd@invesco.com

CIN# : U72200TG2012PTC078512

Annexure B: Additional Terms and Conditions of Employment:

PART 1. EMPLOYMENT AND DUTIES

1.1 You shall perform such duties, assume such responsibilities and carry out such instructions or policies as may be assigned by IIPL from time to time.

1.2 You shall at all times faithfully, diligently and to the best of your abilities perform all duties that may be required of you, and shall devote the whole of your working time, skill, experience, knowledge, labor, energy and attention exclusively to those duties and to the business and affairs of IIPL.

1.3 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you shall not, without first having obtained the written permission of IIPL, either as partner, officer, advisor, consultant, agent, employee, office bearer, contractor or otherwise, (i) be involved or become involved while this Employment Agreement is in effect or engage in any other activities that may conflict with your obligations to the Company; and (ii) carry on, own, manage, operate, join, assist, enable, have an interest in, control or otherwise engage or participate in a business similar to that of the Company or be connected (as a majority shareholder, director, officer, employee, partner, representative, lender, guarantor, distributor or advisor of, or consultant to or otherwise) in any business/ business entity which directly or indirectly is engaged in the business of the Company.

1.4 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you will not, either on your own or on behalf of any other person, firm or IIPL canvass, solicit, attempt to solicit or entice any of IIPL's customers, vendors, clients or any other employee working in IIPL.

1.5 You shall not bind IIPL to any commitment or obligations to third parties (whether in contract, tort or otherwise) without the prior approval of IIPL.



1.6 You shall in the discharge of your duties and in the exercise of your powers, observe, comply and adhere to all such prevailing laws and regulations, policies and procedures as may be applicable to IIPL, from time to time.

1.7 You represent to IIPL that you:

- (a) have the required skills and experience to perform the duties outlined in paragraph 1.2;
 - (b) are mentally and physically fit to perform the duties outlined in paragraph 1.2;
 - (c) are not using any illicit drugs;
 - (d) are not bankrupt;
 - (e) are not party to any agreement or covenant with any third party that may preclude your employment with IIPL;
- and

1.8 You agree to strictly comply with IIPL's HR policy as set out in IIPL's Employee Guide during the course of your employment with IIPL.

1.9 Working in Shift


REGISTRAR


- The normal "regular full-time" work schedule for IIPL is forty (40) working hours, not exceeding forty eight (48) working hours, during each working week.
- Daily and weekly work schedules may be changed from time to time, at the sole discretion of the Company, to meet varying business needs.
- In this regard, an employee is expected to work in any shift in a rotational basis in order to meet the business requirements. This may include working over the weekends / holidays, subject to applicable law.
- All employees are expected to adjust to these changes. Employees will be informed of changes in work schedules as far in advance as possible.
- All benefits contingent to working on shifts are guided by the Shift Allowance policy as described in the Employee Guide.

PART 2. TERM OF EMPLOYMENT

2.1 Once your employment has commenced, it shall continue until terminated as hereinafter provided in Part 12, provided however that Parts 8 and 9, shall remain effective after the termination of employment hereunder.

PART 3. TRANSFERS AND PROMOTIONS

3.1 All transfers and promotions will be considered on an individual basis and in line with IIPL's policy.

3.2 IIPL may, at its discretion, transfer you to any business location of IIPL or its affiliates in accordance with the Employee Guide.

PART 4. REMUNERATION

4.1 For all services rendered by you as an employee of IIPL, you shall be entitled to total remuneration as set forth in Annexure A.

4.2 IIPL reserves the right to deduct from your salary and benefits any sums which you may owe IIPL including, without limitation, any overpayment made to you by IIPL or other deductions authorized or required by law.

4.3 In the event of any alteration of remuneration, being so notified, the alteration shall thereafter have effect as if it were specifically provided for in Annexure A.

4.4 Your remuneration will be reviewed periodically in accordance with the established Company policies.

PART 5. BENEFITS

5.1 IIPL agrees to make available to every employee from the start date, the insurance scheme or insurance cum savings scheme as may be notified by the Government at the rates, stipulated by the Government in the notification either in lump sum every year or in monthly installments as may be prescribed by the Government in the notification from time to time.

PART 6. LEAVE

6.1 You will be eligible to receive the annual leave in each full year (January to December) and pro-rata in any part of a year, in accordance with the Company policy.

6.2 Your leave entitlement shall be pro-rated for the years in which your employment with IIPL begins and terminates.

6.3 IIPL shall comply with regulatory requirements when authorizing leaves of absence for you due to medical conditions, pregnancy, childbirth, civic duties, or personal situations.


6.4 You shall request approval from your supervisor prior to taking leave.

PART 7. REIMBURSEMENT OF EXPENSES

7.1 IIPL shall reimburse you for all authorized travel and other expenses actually and properly incurred in connection with your duties as an employee of IIPL in accordance with IIPL's travel and entertainment policy.

7.2 You agree to provide any expense information requested by IIPL together with an itemize expense account and receipts showing all monies actually expended under paragraph 7.1.

PART 8. CONFIDENTIAL INFORMATION

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8.1 As used herein, the term "Confidential Information" means information disclosed to, used by, developed by, or known to you in the course of your employment with IIPL, which is not generally known by persons outside IIPL's employment including, but not limited to, information pertaining to IIPL's and/or its affiliates' trade secrets, client information, marketing methods or strategies, personnel, sources or methods of financial position, pricing, bid proposal features, methods merchandising, interest rates, sales, customer and vendor lists, Inventions (as defined below), routines, policies and business procedures, including those outlined in IIPL's Employee Guide (if any).

8.2 You acknowledge that you shall have access to and be entrusted with Confidential Information in the course of your employment with IIPL, and that IIPL's business would be irreparably harmed if such Confidential Information were disclosed to, or used by, any persons outside IIPL's employment.

8.3 You acknowledge and agree that the right to maintain the absolute confidentiality of its Confidential Information is a proprietary right, which IIPL is entitled to protect.

8.4 You undertake, covenant and agree that you will not, during the term of your employment with IIPL or at any time thereafter, directly or indirectly, by any means whatsoever, divulge, furnish, provide access to, or use for any purpose other than the purposes authorized by IIPL, any of IIPL's Confidential Information, except if (i) it is required by law or any regulatory or government authority but only after giving reasonable notice to enable IIPL to limit such disclosure to the extent possible under law; (ii) it is considered necessary by you to disclose the Confidential Information to your professional advisers, auditors and bankers provided that he does so on terms protecting the Confidential Information which are at least as stringent as those specified herein; or (iii) IIPL has given its consent in writing in relation to such disclosure.

PART 9. INVENTIONS

9.1 As used herein, "Invention" means and includes any invention, improvement, method, process, advertisement, concept, system, apparatus, design or computer program or software, system or database or copyrights, patents, trademarks and designs (whether registered or unregistered), trade secrets or know how.

9.2 You acknowledge and agree that every Invention which you may, at any time during the term of your employment with IIPL or its affiliates, make, devise, develop or conceive, individually or jointly with others, whether during IIPL's business hours or otherwise, and which relates in any manner to IIPL's business or which may be useful to IIPL in connection with IIPL's business shall belong to, and be the exclusive property of IIPL, and you will make full and prompt disclosure to IIPL of every such Invention.

9.3 You undertake to assign to IIPL, or its nominee, every such Invention and to execute all assignments or other instruments and to do any other things necessary and proper to confirm IIPL's right and title in and to every such Invention. You further undertake to perform all proper acts within your power necessary or desired by IIPL to obtain letters patented in the name of IIPL and at IIPL's expense for every such Invention in whatever countries IIPL may desire, without payment by IIPL to You of any royalty, license fee, price or additional compensation. To the extent that such assignment of the rights in the Inventions from you to the Company is held unenforceable under applicable law for any reason, you agree to irrevocably grant a worldwide, enterprise-wide, perpetual, unlimited right and license in the Inventions, to use modify, improve, interpret, compile, recompile and further assign such rights provided in the Inventions for any purpose of the Company and without identifying or seeking your consent.

9.4 You further agree and acknowledge that even if IIPL does not exercise any of the rights in any of the assigned Inventions for more than a period of 1 (one) year, such assignment of, and license to, the rights in such assigned Inventions will not lapse and such rights will not revert pursuant to Section 19(4) of the Copyright Act, 1957.

9.5 You agree that, all duties and responsibilities provided by you under this Employment Agreement are specially ordered or commissioned by the Company for its sole and exclusive use and shall constitute 'work for hire' at the instance of the Company in accordance with Section 17 (b) Copyrights Act, 1957, as amended from time to time. You will not, during or at any time after the completion, expiry or termination of this Employment Agreement in any way question or dispute the ownership of the Inventions developed, discovered, prepared, created, conceived or reduced to practice by you, either alone or jointly with others, during the course of performance of your duties under this Employment Agreement.

9.6 You may only use the Inventions to perform your duties under this Employment Agreement. You agree not to use the Inventions for your own gain. Further, you agree to not disclose any Inventions to any third party without the express written consent of the Company. To the extent any rights considered as moral rights in any jurisdiction cannot be assigned, you hereby forever waive and agree never to assert any and all moral rights that you may have in the Inventions or in respect to any Invention which you may be entitled under the law or any relevant jurisdiction even after termination of your relationship/employment with the Company and undertake to not initiate any legal proceedings to enforce any such moral rights.

9.7 The obligations contained in Part 9 hereof shall continue beyond the termination of your employment and shall be binding upon your assigns, executors, administrators and other legal representatives.


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PART 10. INJUNCTIVE RELIEF

10.1 You acknowledge and agree that a breach by you of any of the covenants contained in Parts 8 or 9 hereof would result in irreparable harm to I IPL's business such that I IPL could not adequately be compensated for such harm by a damage award. Accordingly, you agree that in the event of any such breach, in addition to all other remedies available to I IPL at law or in equity, I IPL shall be entitled as a matter of right to obtain from a court of competent jurisdiction such relief by way of restraining order, injunction, decree or otherwise as may be appropriate to ensure compliance with the provisions of Parts 8 or 9 herein and you waive any right to object and consents to the issuance of an injunction or interim injunction prohibiting you from breaching any of the provisions hereof.

PART 11. POLICIES AND PROCEDURE MANUAL AND CODE OF CONDUCT

11.1 You agree to comply with and be bound by the provisions of I IPL's Guide and Code of Business Conduct and Ethics.

11.2 It is understood that I IPL maintains or may maintain certain policies, which may relate to the employment of you. You agree to comply with such policies. It is agreed that the introduction and administration of such policies are within the sole discretion of I IPL. I IPL has the sole discretion to revise/amend any such policies and you agree to abide by such revised/amended policies as may/may not be notified to you. If I IPL introduces, amends or deletes such policies as conditions warrant, such introduction, deletion or amendment does not constitute a breach of this Employment Agreement.

PART 12. TERMINATION OF EMPLOYMENT

12.1 Your employment may be terminated at any time by I IPL:

a) without notice or remuneration in lieu thereof at any time:

- i) for just cause;
- ii) if you are convicted of an indictable criminal offense or become bankrupt;
- iii) if you are guilty of any misconduct which in the reasonable opinion of I IPL could injure the reputation or business of I IPL;
- iv) if you, by reason of illness or mental or physical disability or incapacity, are unable to perform your duties under this as an employee of I IPL for any period of sixty (60) consecutive calendar days; or
- v) if you breach any obligation of yours contained in this Annexure B.

b) otherwise, for convenience, upon notice of 60 days prior notice, in writing or with a payment to you in lieu of notice.

12.2 You may terminate your employment with I IPL at any time by providing I IPL with 60 days prior notice in writing to that effect.

12.3 Upon termination of your employment with I IPL for any reason, you agree that all items in possession of you in respect of I IPL's business including all files, manuals, information, Confidential Information, Inventions and documents and all equipment such as motor vehicles, cameras, tape recorders, office equipment, computers and related equipment shall remain the property of I IPL and you shall personally deliver same promptly to I IPL's office. No photostatic copy, duplication or reproduction of any kind whatsoever shall be made of such files, information or documents without the express written consent of I IPL.

12.4 The payment of the amount required pursuant to sub-paragraph 12.1 (a) if applicable, together with any amounts accrued pursuant to paragraphs 4.1 and 6.1, shall be full and final severance pay and settlement between the parties hereto and the Employee agrees that he will not be entitled to any further compensation or payment of any kind whatsoever.

PART 13. GOVERNING LAW

13.1 This document shall be construed and interpreted in accordance with Indian law and the Courts of Hyderabad shall have exclusive jurisdiction on any matters related thereto.

The terms and conditions as outlined in this Employment Agreement are subject to the terms and conditions of the Employee guide. The guide shall prevail in case of any inconsistency between this Employment Agreement and Employee guide. The Company can change the terms and conditions in the employee guide at any time without notice and the latest employee guide shall prevail over previous sessions.

PART 14. OTHER TERMS



14.1 Non-Disparagement:



a) Upon cessation of your employment with I IPL, you shall refrain from making any adverse written or oral statement or taking any action, directly or indirectly, which you know or reasonably should know to be disparaging, negative or capable of causing harm to the reputation of I IPL or its affiliates, publicly or otherwise, except as allowed or required by law. You shall also refrain from suggesting to anyone that any written or oral statements concerning I IPL or its affiliates, be made which you know or reasonably should know to be disparaging or negative, or from urging or influencing any person to make any such statement.

b) You understand that nothing in this Employment Agreement shall in any way limit or prohibit you from engaging for a lawful purpose in any Protected Activity. For purposes of this Employment Agreement, "Protected Activity" shall mean filing a charge or complaint, or otherwise communicating, cooperating, or participating with any governmental agency or regulatory body, in accordance with applicable laws.

Read and Acknowledged by:

Signature: _____
Nilotpal Nath

Date: _____


REGISTRAR




Annexure C: Sensitive Personal Data or Information (SPDI) Collection Statement

Throughout the course of your employment or service with Invesco India Private Limited ("IIPL"), we may collect certain Sensitive Personal Data or Information ("SPDI") from you.

The purpose of collection of SPDI includes but is not limited to: assessing an individual's qualifications and suitability including state of health for a particular job or task, administering a range of HR processes, provisioning of payroll benefits, record retention process, performance management, staff action on career development, tax-return filing, disclosures as permitted and required by law to assist in regulatory or other investigation or inspection, if any, or internal audit procedure and / or other administrative tasks ("Purposes").

The SPDI that we have collected and may collect from time to time may be used for the Purposes listed above by IIPL and/or may be transferred (whether in or outside of your employing country) to our group, affiliate or associate companies, our third party service providers such as insurers, bankers, administrators and other third party companies engaged in contractual activities on our behalf.

As per IIPL's Employment Data Protection Policy, we reserve the right to retain SPDI of employees, contractors, temporary employees, consultants, interns, trainees, prospective employees or applicants, and former employees when they cease to be employed by us for a period as allowed under applicable laws. Such SPDI may be required for any purposes, residual or ancillary to the above Purposes in relation to a former employee, including, but not limited to; the provision of job references, processing applications for the employment matters relating to retirement benefits and allowing us to fulfill other contractual or statutory obligations. Please note that you have a right to request access to or seek a correction to your SPDI in relation to your employment.

Please visit the intranet for our latest Employment Data Protection Policy should you have any enquiries concerning the SPDI collected, including obtaining copies and/ or seeking any correction. Please note that the Employment Data Protection Policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your acceptance of the Sensitive Personal Data or Information Collection Statement and acknowledge that you have read and agree to the terms of the Employment Data Protection Policy. You have the right to opt-out, in which case, you may contact the Human Resources department

Read and Acknowledged by:

Signature: _____
Nilotpal Nath

Date: _____





Annexure D : Notice to Potential Employees
Invesco Limited and its subsidiaries (Invesco)

Invesco, as an investment company, is highly regulated by, and abides by all applicable regulatory requirements of, the Securities and Exchange Commission (SEC). As an individual providing service to Invesco as an employee, you are subject to certain regulations established by the SEC as a condition of providing services to the corporation. This document provides you with an overview of those requirements so you know what to expect in anticipation of working with the organization.

Financial disclosure:

Due to potential access to sensitive information and records, you will be subject to disclosure of your personal investment holdings and trading activity as well as those of your immediate family while working with the company. Disclosure and other requirements may include, but may not be limited to, the following:

- a) Disclosure of direct or indirect beneficial ownership of securities held now or in the future;
- b) Clearance by Invesco before engaging in certain personal securities transactions;
- c) Reporting of certain personal securities transactions to Invesco;
- d) Restrictions on engaging in personal securities transactions or holding securities issued during an initial public offering;
- e) Restrictions on and disclosures regarding personal securities transactions involving the purchase or sale of unregistered or restricted securities;
- f) Restrictions on engaging in personal securities transactions in certain securities during certain periods of time; and
- g) Holding demat and trading accounts with an approved broker only.

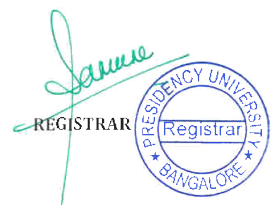
IPL's Compliance department will contact you shortly after you begin your assignment regarding disclosure requirements and pre-clearance of personal trades (if applicable).

Compliance with these requirements is a condition to any working relationship with Invesco, but does not guarantee a continued working relationship. All individuals work with Invesco on an at-will basis unless another status is agreed in writing with an authorized Invesco representative. Thank you for your cooperation and efforts toward maintaining Invesco as an organization that demonstrates the highest of ethical standards and behaviors in all of its business responsibilities.

Read and Acknowledged by:

Signature: _____
Nilotpal Nath

Date: _____





Annexure E: Transportation

In line with regulatory requirement and prevailing Invesco policy, Invesco provides door to door transport where applicable, for employees.

Employees whose login and log-out falls in between 7pm-7am can opt for company-provided transport facility, provided the following conditions are met:

- (I) Transport service is provided to employees who resides within 30kms radius from IIPL Office location.
- (II) It is intended that the maximum journey time should not be more than 120 minutes (one way). The calculated time is based on normal traffic conditions.

One of the prerequisites to making the Invesco offer was your proximity of residence to the Invesco office location. If you are unable to reside within the radius of Invesco Transport eligibility, during your tenure at IIPL, IIPL shall be entitled to take such necessary steps as may be required including

- (I) Ceasing the transportation facility
- (II) Termination of your employment with Invesco.

You are required to make yourself familiar with the Invesco Transport policy by reading the policy available on Intranet. More details can be obtained by contacting your Facilities Services department. Please note that the Invesco Transport policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your understanding and acceptance of the above.

Read and Acknowledged by:

Signature: _____
Nilotpall Nath

Date: _____





Joshy Chandy
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED
15th Floor, Block 6, North Tower
Divyasree Orion
SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032
Tel +91 40 674 80000 / Fax 6748 0840
HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

March 26, 2021

Dear Joshy Chandy

Congratulations! We are pleased to offer you the position of Trainee, NATA for Invesco India Pvt. Ltd. ('I IPL or Invesco') effective July 19, 2021. This position will be located in our office at DivyaSree Orion, Survey No. 66/1, Ranga Reddy District, Hyderabad 500 032. People are the foundation of our success and we believe you possess the experience, capability and talent to help us further build our organization into one of the preeminent leaders in the investment community. Speaking not only for myself, but for my colleagues as well, we look forward to the opportunity of working with you to achieve our collective objectives.

The terms and conditions of your employment with I IPL are set forth below, which, together with Annexure A (Compensation), Annexure B (Additional Terms and Conditions of Employment), Annexure C (Sensitive Personal Data or Information Collection Statement), Annexure D (Notice) and Annexure E attachment hereto and incorporated herein, shall constitute the entire agreement between you and I IPL regarding your employment with I IPL (collectively, the "Agreement"). If the terms and conditions of the Agreement meet with your approval, please evidence your acceptance of such by signing where indicated below. The terms of this offer letter, Annexure A, Annexure B, Annexure C, Annexure D, and Annexure E are collectively referred to as "Employment Agreement".

This offer and your services are contingent upon the satisfactory background investigations including employment history. Any personal references and any negative report received by the Company from any person including your existing or earlier employer shall be solely for the Company's use and confidential, and you undertake not to request for a copy thereof or base a claim of any nature against any person including the Company with regard to such report or satisfaction reached by the Company. At your request, we understand that no background check with your present employer will be initiated by us prior to expiry of 7 days of your accepting the offer letter.

Compensation

Annual CTC

You will receive an annual CTC of Rs 3,30,000 . For further details, please refer to Annexure A hereof.

Discretionary Bonus Program

In addition, you will be eligible for Invesco's annual discretionary bonus program. Your target bonus range will be between 0% – 10% of your annual CTC. Your actual bonus award will be based upon company and individual performance and subject to applicable policies of company from time to time. Any incentive or performance bonus paid by the Company to the employee shall be inclusive of the statutory annual bonus, if, where and when, the same may become payable by the Company to the employee.

Relocation Expenses:

Domestic Relocation (e.g., within India only) expense will be reimbursed if you are relocating from a location that is more than 150 Kms away from Invesco Office Location. This is a onetime payment at the time of hiring and you must provide Invesco with documentation acceptable to Invesco documenting the relocation expense. Relocation allowance must be repaid to Invesco within 30 days should your employment with Invesco be terminated for any reason, save for death, permanent disability or involuntary reduction in force within twelve months from your actual start date with Invesco. Such repayment may be made by Invesco

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deducting relocation amounts from your final paycheck. Below are the details on relocation:

Level / Title	Eligible Amount
Trainee	INR 2,50,000

Note: You can utilize the allocated relocation budget against any of below Service stack (Travel, Transit Stay, Movement of Goods, Miscellaneous Expenses, Brokerage Charges, Bike/ Car Movement, Bike/ Car registration and Local Travel). However, the reimbursement amount should be within the overall relocation budget. All the reimbursement will be paid on the actuals. You must submit dully filled and signed reimbursement form along with original bill containing Vendor GST Number and payments receipts for availing the reimbursement.

Please refer the attached relocation guide for more details

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Annual Leave

Your annual leave will be communicated to you separately and will not be less than 30 working days in each full year and pro-rata in any part of a year.

Leave encashment would be paid as per the prevailing policy of I IPL at the time of your cessation of employment. The annual leave policy, carry over policy and leave encashment policy can be amended by I IPL at its sole discretion from time to time.

Termination

Your employment may be terminated in accordance with the terms and conditions of Part 12 of Annexure B hereto.
Joshy Chandy, we are excited to welcome you to Invesco!

Sincerely,



Mamata Vegunta
Director of HR- Hyderabad

Offer Confirmation and Acceptance

If you are agreeable to the above terms and all terms and conditions as described in the Annexures to this document and Invesco (India) Private Limited Employee Guide, please sign this letter and return to Gayathri Santhoshi (at Santhoshi.Gayithri@invesco.com) by March 29, 2021. Please be sure to retain a copy of this letter for your records.

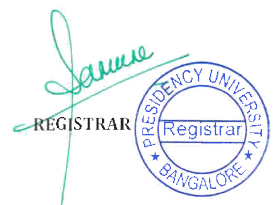
In the event you fail to provide your acceptance of this offer by March 29, 2021, this offer shall stand rescinded.

Read and Acknowledged by:

Signature: _____
Joshy Chandy

Date: _____

Start Date: _____



REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE



Joshy Chandy
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED
15th Floor, Block 6, North Tower
Divyasree Orion
SEZ, Raidurgam, Serilingampally,
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Tel +91 40 674 80000 / Fax 6748 0840
HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

Annexure A: Compensation Details

March 26, 2021

Name: Joshy Chandy
Job Title: Trainee, NATA

	Annual Compensation (Rupees.)
Basic Salary	99,000
Bonus/ex-gratia	12,000
Special Allowance (Flexible Plan)	1,92,648
Company contribution to Provident Fund	21,600
Gratuity as per Gratuity Act	4,752
Total CTC	3,30,000

Sincerely,

Mamata Vegunta
Director of HR- Hyderabad


REGISTRAR




Joshy Chandy
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED
15th Floor, Block 6, North Tower
Divyasree Orion
SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032
Tel +91 40 674 80000 / Fax 6748 0840
HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

Annexure B: Additional Terms and Conditions of Employment:

PART 1. EMPLOYMENT AND DUTIES

1.1 You shall perform such duties, assume such responsibilities and carry out such instructions or policies as may be assigned by IIPL from time to time.

1.2 You shall at all times faithfully, diligently and to the best of your abilities perform all duties that may be required of you, and shall devote the whole of your working time, skill, experience, knowledge, labor, energy and attention exclusively to those duties and to the business and affairs of IIPL.

1.3 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you shall not, without first having obtained the written permission of IIPL, either as partner, officer, advisor, consultant, agent, employee, office bearer, contractor or otherwise, (i) be involved or become involved while this Employment Agreement is in effect or engage in any other activities that may conflict with your obligations to the Company; and (ii) carry on, own, manage, operate, join, assist, enable, have an interest in, control or otherwise engage or participate in a business similar to that of the Company or be connected (as a majority shareholder, director, officer, employee, partner, representative, lender, guarantor, distributor or advisor of, or consultant to or otherwise) in any business/ business entity which directly or indirectly is engaged in the business of the Company.

1.4 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you will not, either on your own or on behalf of any other person, firm or IIPL canvass, solicit, attempt to solicit or entice any of IIPL's customers, vendors, clients or any other employee working in IIPL.

1.5 You shall not bind IIPL to any commitment or obligations to third parties (whether in contract, tort or otherwise) without the prior approval of IIPL.



1.6 You shall in the discharge of your duties and in the exercise of your powers, observe, comply and adhere to all such prevailing laws and regulations, policies and procedures as may be applicable to IIPL, from time to time.

1.7 You represent to IIPL that you:

- (a) have the required skills and experience to perform the duties outlined in paragraph 1.2;
 - (b) are mentally and physically fit to perform the duties outlined in paragraph 1.2;
 - (c) are not using any illicit drugs;
 - (d) are not bankrupt;
 - (e) are not party to any agreement or covenant with any third party that may preclude your employment with IIPL;
- and

1.8 You agree to strictly comply with IIPL's HR policy as set out in IIPL's Employee Guide during the course of your employment with IIPL.

1.9 Working in Shift


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- The normal "regular full-time" work schedule for IIPL is forty (40) working hours, not exceeding forty eight (48) working hours, during each working week.
- Daily and weekly work schedules may be changed from time to time, at the sole discretion of the Company, to meet varying business needs.
- In this regard, an employee is expected to work in any shift in a rotational basis in order to meet the business requirements. This may include working over the weekends / holidays, subject to applicable law.
- All employees are expected to adjust to these changes. Employees will be informed of changes in work schedules as far in advance as possible.
- All benefits contingent to working on shifts are guided by the Shift Allowance policy as described in the Employee Guide.

PART 2. TERM OF EMPLOYMENT

2.1 Once your employment has commenced, it shall continue until terminated as hereinafter provided in Part 12, provided however that Parts 8 and 9, shall remain effective after the termination of employment hereunder.

PART 3. TRANSFERS AND PROMOTIONS

3.1 All transfers and promotions will be considered on an individual basis and in line with IIPL's policy.

3.2 IIPL may, at its discretion, transfer you to any business location of IIPL or its affiliates in accordance with the Employee Guide.

PART 4. REMUNERATION

4.1 For all services rendered by you as an employee of IIPL, you shall be entitled to total remuneration as set forth in Annexure A.

4.2 IIPL reserves the right to deduct from your salary and benefits any sums which you may owe IIPL including, without limitation, any overpayment made to you by IIPL or other deductions authorized or required by law.

4.3 In the event of any alteration of remuneration, being so notified, the alteration shall thereafter have effect as if it were specifically provided for in Annexure A.

4.4 Your remuneration will be reviewed periodically in accordance with the established Company policies.

PART 5. BENEFITS

5.1 IIPL agrees to make available to every employee from the start date, the insurance scheme or insurance cum savings scheme as may be notified by the Government at the rates, stipulated by the Government in the notification either in lump sum every year or in monthly installments as may be prescribed by the Government in the notification from time to time.

PART 6. LEAVE

6.1 You will be eligible to receive the annual leave in each full year (January to December) and pro-rata in any part of a year, in accordance with the Company policy.

6.2 Your leave entitlement shall be pro-rated for the years in which your employment with IIPL begins and terminates.

6.3 IIPL shall comply with regulatory requirements when authorizing leaves of absence for you due to medical conditions, pregnancy, childbirth, civic duties, or personal situations.

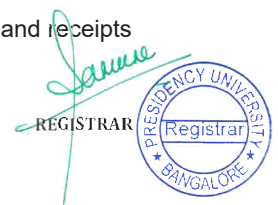
6.4 You shall request approval from your supervisor prior to taking leave.

PART 7. REIMBURSEMENT OF EXPENSES

7.1 IIPL shall reimburse you for all authorized travel and other expenses actually and properly incurred in connection with your duties as an employee of IIPL in accordance with IIPL's travel and entertainment policy.

7.2 You agree to provide any expense information requested by IIPL together with an itemize expense account and receipts showing all monies actually expended under paragraph 7.1.

PART 8. CONFIDENTIAL INFORMATION



8.1 As used herein, the term "Confidential Information" means information disclosed to, used by, developed by, or known to you in the course of your employment with IIPL, which is not generally known by persons outside IIPL's employment including, but not limited to, information pertaining to IIPL's and/or its affiliates' trade secrets, client information, marketing methods or strategies, personnel, sources or methods of financial position, pricing, bid proposal features, methods merchandising, interest rates, sales, customer and vendor lists, Inventions (as defined below), routines, policies and business procedures, including those outlined in IIPL's Employee Guide (if any).

8.2 You acknowledge that you shall have access to and be entrusted with Confidential Information in the course of your employment with IIPL, and that IIPL's business would be irreparably harmed if such Confidential Information were disclosed to, or used by, any persons outside IIPL's employment.

8.3 You acknowledge and agree that the right to maintain the absolute confidentiality of its Confidential Information is a proprietary right, which IIPL is entitled to protect.

8.4 You undertake, covenant and agree that you will not, during the term of your employment with IIPL or at any time thereafter, directly or indirectly, by any means whatsoever, divulge, furnish, provide access to, or use for any purpose other than the purposes authorized by IIPL, any of IIPL's Confidential Information, except if (i) it is required by law or any regulatory or government authority but only after giving reasonable notice to enable IIPL to limit such disclosure to the extent possible under law; (ii) it is considered necessary by you to disclose the Confidential Information to your professional advisers, auditors and bankers provided that he does so on terms protecting the Confidential Information which are at least as stringent as those specified herein; or (iii) IIPL has given its consent in writing in relation to such disclosure.

PART 9. INVENTIONS

9.1 As used herein, "Invention" means and includes any invention, improvement, method, process, advertisement, concept, system, apparatus, design or computer program or software, system or database or copyrights, patents, trademarks and designs (whether registered or unregistered), trade secrets or know how.

9.2 You acknowledge and agree that every Invention which you may, at any time during the term of your employment with IIPL or its affiliates, make, devise, develop or conceive, individually or jointly with others, whether during IIPL's business hours or otherwise, and which relates in any manner to IIPL's business or which may be useful to IIPL in connection with IIPL's business shall belong to, and be the exclusive property of IIPL, and you will make full and prompt disclosure to IIPL of every such Invention.

9.3 You undertake to assign to IIPL, or its nominee, every such Invention and to execute all assignments or other instruments and to do any other things necessary and proper to confirm IIPL's right and title in and to every such Invention. You further undertake to perform all proper acts within your power necessary or desired by IIPL to obtain letters patented in the name of IIPL and at IIPL's expense for every such Invention in whatever countries IIPL may desire, without payment by IIPL to You of any royalty, license fee, price or additional compensation. To the extent that such assignment of the rights in the Inventions from you to the Company is held unenforceable under applicable law for any reason, you agree to irrevocably grant a worldwide, enterprise-wide, perpetual, unlimited right and license in the Inventions, to use modify, improve, interpret, compile, recompile and further assign such rights provided in the Inventions for any purpose of the Company and without identifying or seeking your consent.

9.4 You further agree and acknowledge that even if IIPL does not exercise any of the rights in any of the assigned Inventions for more than a period of 1 (one) year, such assignment of, and license to, the rights in such assigned Inventions will not lapse and such rights will not revert pursuant to Section 19(4) of the Copyright Act, 1957.

9.5 You agree that, all duties and responsibilities provided by you under this Employment Agreement are specially ordered or commissioned by the Company for its sole and exclusive use and shall constitute 'work for hire' at the instance of the Company in accordance with Section 17 (b) Copyrights Act, 1957, as amended from time to time. You will not, during or at any time after the completion, expiry or termination of this Employment Agreement in any way question or dispute the ownership of the Inventions developed, discovered, prepared, created, conceived or reduced to practice by you, either alone or jointly with others, during the course of performance of your duties under this Employment Agreement.

9.6 You may only use the Inventions to perform your duties under this Employment Agreement. You agree not to use the Inventions for your own gain. Further, you agree to not disclose any Inventions to any third party without the express written consent of the Company. To the extent any rights considered as moral rights in any jurisdiction cannot be assigned, you hereby forever waive and agree never to assert any and all moral rights that you may have in the Inventions or in respect to any Invention which you may be entitled under the law or any relevant jurisdiction even after termination of your relationship/employment with the Company and undertake to not initiate any legal proceedings to enforce any such moral rights.

9.7 The obligations contained in Part 9 hereof shall continue beyond the termination of your employment and shall be binding upon your assigns, executors, administrators and other legal representatives.

Sarav
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PART 10. INJUNCTIVE RELIEF

10.1 You acknowledge and agree that a breach by you of any of the covenants contained in Parts 8 or 9 hereof would result in irreparable harm to IIPL's business such that IIPL could not adequately be compensated for such harm by a damage award. Accordingly, you agree that in the event of any such breach, in addition to all other remedies available to IIPL at law or in equity, IIPL shall be entitled as a matter of right to obtain from a court of competent jurisdiction such relief by way of restraining order, injunction, decree or otherwise as may be appropriate to ensure compliance with the provisions of Parts 8 or 9 herein and you waive any right to object and consents to the issuance of an injunction or interim injunction prohibiting you from breaching any of the provisions hereof.

PART 11. POLICIES AND PROCEDURE MANUAL AND CODE OF CONDUCT

11.1 You agree to comply with and be bound by the provisions of IIPL's Guide and Code of Business Conduct and Ethics.

11.2 It is understood that IIPL maintains or may maintain certain policies, which may relate to the employment of you. You agree to comply with such policies. It is agreed that the introduction and administration of such policies are within the sole discretion of IIPL. IIPL has the sole discretion to revise/amend any such policies and you agree to abide by such revised/amended policies as may/may not be notified to you. If IIPL introduces, amends or deletes such policies as conditions warrant, such introduction, deletion or amendment does not constitute a breach of this Employment Agreement.

PART 12. TERMINATION OF EMPLOYMENT

12.1 Your employment may be terminated at any time by IIPL:

a) without notice or remuneration in lieu thereof at any time:

- i) for just cause;
- ii) if you are convicted of an indictable criminal offense or become bankrupt;
- iii) if you are guilty of any misconduct which in the reasonable opinion of IIPL could injure the reputation or business of IIPL;
- iv) if you, by reason of illness or mental or physical disability or incapacity, are unable to perform your duties under this as an employee of IIPL for any period of sixty (60) consecutive calendar days; or
- v) if you breach any obligation of yours contained in this Annexure B.

b) otherwise, for convenience, upon notice of 60 days prior notice, in writing or with a payment to you in lieu of notice.

12.2 You may terminate your employment with IIPL at any time by providing IIPL with 60 days prior notice in writing to that effect.

12.3 Upon termination of your employment with IIPL for any reason, you agree that all items in possession of you in respect of IIPL's business including all files, manuals, information, Confidential Information, Inventions and documents and all equipment such as motor vehicles, cameras, tape recorders, office equipment, computers and related equipment shall remain the property of IIPL and you shall personally deliver same promptly to IIPL's office. No photostatic copy, duplication or reproduction of any kind whatsoever shall be made of such files, information or documents without the express written consent of IIPL.

12.4 The payment of the amount required pursuant to sub-paragraph 12.1 (a) if applicable, together with any amounts accrued pursuant to paragraphs 4.1 and 6.1, shall be full and final severance pay and settlement between the parties hereto and the Employee agrees that he will not be entitled to any further compensation or payment of any kind whatsoever.

PART 13. GOVERNING LAW

13.1 This document shall be construed and interpreted in accordance with Indian law and the Courts of Hyderabad shall have exclusive jurisdiction on any matters related thereto.

The terms and conditions as outlined in this Employment Agreement are subject to the terms and conditions of the Employee guide. The guide shall prevail in case of any inconsistency between this Employment Agreement and Employee guide. The Company can change the terms and conditions in the employee guide at any time without notice and the latest employee guide shall prevail over previous sessions.

PART 14. OTHER TERMS



14.1 Non-Disparagement:

a) Upon cessation of your employment with I IPL, you shall refrain from making any adverse written or oral statement or taking any action, directly or indirectly, which you know or reasonably should know to be disparaging, negative or capable of causing harm to the reputation of I IPL or its affiliates, publicly or otherwise, except as allowed or required by law. You shall also refrain from suggesting to anyone that any written or oral statements concerning I IPL or its affiliates, be made which you know or reasonably should know to be disparaging or negative, or from urging or influencing any person to make any such statement.

b) You understand that nothing in this Employment Agreement shall in any way limit or prohibit you from engaging for a lawful purpose in any Protected Activity. For purposes of this Employment Agreement, "Protected Activity" shall mean filing a charge or complaint, or otherwise communicating, cooperating, or participating with any governmental agency or regulatory body, in accordance with applicable laws.

Read and Acknowledged by:

Signature: _____
Joshy Chandy

Date: _____


REGISTRAR




Annexure C: Sensitive Personal Data or Information (SPDI) Collection Statement

Throughout the course of your employment or service with Invesco India Private Limited ("IIPL"), we may collect certain Sensitive Personal Data or Information ("SPDI") from you.

The purpose of collection of SPDI includes but is not limited to: assessing an individual's qualifications and suitability including state of health for a particular job or task, administering a range of HR processes, provisioning of payroll benefits, record retention process, performance management, staff action on career development, tax-return filing, disclosures as permitted and required by law to assist in regulatory or other investigation or inspection, if any, or internal audit procedure and / or other administrative tasks ("Purposes").

The SPDI that we have collected and may collect from time to time may be used for the Purposes listed above by IIPL and/or may be transferred (whether in or outside of your employing country) to our group, affiliate or associate companies, our third party service providers such as insurers, bankers, administrators and other third party companies engaged in contractual activities on our behalf.

As per IIPL's Employment Data Protection Policy, we reserve the right to retain SPDI of employees, contractors, temporary employees, consultants, interns, trainees, prospective employees or applicants, and former employees when they cease to be employed by us for a period as allowed under applicable laws. Such SPDI may be required for any purposes, residual or ancillary to the above Purposes in relation to a former employee, including, but not limited to; the provision of job references, processing applications for the employment matters relating to retirement benefits and allowing us to fulfill other contractual or statutory obligations. Please note that you have a right to request access to or seek a correction to your SPDI in relation to your employment.

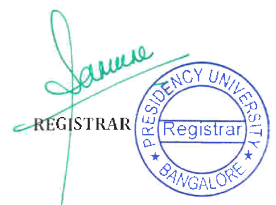
Please visit the intranet for our latest Employment Data Protection Policy should you have any enquiries concerning the SPDI collected, including obtaining copies and/ or seeking any correction. Please note that the Employment Data Protection Policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your acceptance of the Sensitive Personal Data or Information Collection Statement and acknowledge that you have read and agree to the terms of the Employment Data Protection Policy. You have the right to opt-out, in which case, you may contact the Human Resources department

Read and Acknowledged by:

Signature: _____
Joshya Chandy

Date: _____





Annexure D : Notice to Potential Employees
Invesco Limited and its subsidiaries (Invesco)

Invesco, as an investment company, is highly regulated by, and abides by all applicable regulatory requirements of, the Securities and Exchange Commission (SEC). As an individual providing service to Invesco as an employee, you are subject to certain regulations established by the SEC as a condition of providing services to the corporation. This document provides you with an overview of those requirements so you know what to expect in anticipation of working with the organization.

Financial disclosure:

Due to potential access to sensitive information and records, you will be subject to disclosure of your personal investment holdings and trading activity as well as those of your immediate family while working with the company. Disclosure and other requirements may include, but may not be limited to, the following:

- a) Disclosure of direct or indirect beneficial ownership of securities held now or in the future;
- b) Clearance by Invesco before engaging in certain personal securities transactions;
- c) Reporting of certain personal securities transactions to Invesco;
- d) Restrictions on engaging in personal securities transactions or holding securities issued during an initial public offering;
- e) Restrictions on and disclosures regarding personal securities transactions involving the purchase or sale of unregistered or restricted securities;
- f) Restrictions on engaging in personal securities transactions in certain securities during certain periods of time; and
- g) Holding demat and trading accounts with an approved broker only.

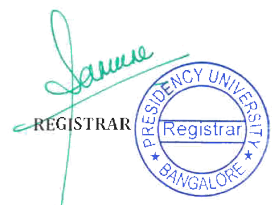
IPL's Compliance department will contact you shortly after you begin your assignment regarding disclosure requirements and pre-clearance of personal trades (if applicable).

Compliance with these requirements is a condition to any working relationship with Invesco, but does not guarantee a continued working relationship. All individuals work with Invesco on an at-will basis unless another status is agreed in writing with an authorized Invesco representative. Thank you for your cooperation and efforts toward maintaining Invesco as an organization that demonstrates the highest of ethical standards and behaviors in all of its business responsibilities.

Read and Acknowledged by:

Signature: _____
Joshy Chandy

Date: _____





Annexure E: Transportation

In line with regulatory requirement and prevailing Invesco policy, Invesco provides door to door transport where applicable, for employees.

Employees whose login and log-out falls in between 7pm-7am can opt for company-provided transport facility, provided the following conditions are met:

- (I) Transport service is provided to employees who resides within 30kms radius from IIPL Office location.
- (II) It is intended that the maximum journey time should not be more than 120 minutes (one way). The calculated time is based on normal traffic conditions.

One of the prerequisites to making the Invesco offer was your proximity of residence to the Invesco office location. If you are unable to reside within the radius of Invesco Transport eligibility, during your tenure at IIPL, IIPL shall be entitled to take such necessary steps as may be required including

- (I) Ceasing the transportation facility
- (II) Termination of your employment with Invesco.

You are required to make yourself familiar with the Invesco Transport policy by reading the policy available on Intranet. More details can be obtained by contacting your Facilities Services department. Please note that the Invesco Transport policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your understanding and acceptance of the above.

Read and Acknowledged by:

Signature: _____
Joshy Chandy

Date: _____





Varun Uthaman
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED

15th Floor, Block 6, North Tower

Divyasree Orion

SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032

Tel +91 40 674 80000 / Fax 6748 0840

HR.Hyd@invesco.com

CIN# : U72200TG2012PTC078512

March 26, 2021

Dear Varun Uthaman

Congratulations! We are pleased to offer you the position of Trainee, NATA for Invesco India Pvt. Ltd. ('I IPL or Invesco') effective July 19, 2021. This position will be located in our office at DivyaSree Orion, Survey No. 66/1, Ranga Reddy District, Hyderabad 500 032. People are the foundation of our success and we believe you possess the experience, capability and talent to help us further build our organization into one of the preeminent leaders in the investment community. Speaking not only for myself, but for my colleagues as well, we look forward to the opportunity of working with you to achieve our collective objectives.

The terms and conditions of your employment with I IPL are set forth below, which, together with Annexure A (Compensation), Annexure B (Additional Terms and Conditions of Employment), Annexure C (Sensitive Personal Data or Information Collection Statement), Annexure D (Notice) and Annexure E attachment hereto and incorporated herein, shall constitute the entire agreement between you and I IPL regarding your employment with I IPL (collectively, the "Agreement"). If the terms and conditions of the Agreement meet with your approval, please evidence your acceptance of such by signing where indicated below. The terms of this offer letter, Annexure A, Annexure B, Annexure C, Annexure D, and Annexure E are collectively referred to as "Employment Agreement".

This offer and your services are contingent upon the satisfactory background investigations including employment history. Any personal references and any negative report received by the Company from any person including your existing or earlier employer shall be solely for the Company's use and confidential, and you undertake not to request for a copy thereof or base a claim of any nature against any person including the Company with regard to such report or satisfaction reached by the Company. At your request, we understand that no background check with your present employer will be initiated by us prior to expiry of 7 days of your accepting the offer letter.

Compensation

Annual CTC

You will receive an annual CTC of Rs 3,30,000 . For further details, please refer to Annexure A hereof.

Discretionary Bonus Program

In addition, you will be eligible for Invesco's annual discretionary bonus program. Your target bonus range will be between 0% – 10% of your annual CTC. Your actual bonus award will be based upon company and individual performance and subject to applicable policies of company from time to time. Any incentive or performance bonus paid by the Company to the employee shall be inclusive of the statutory annual bonus, if, where and when, the same may become payable by the Company to the employee.

Relocation Expenses:

Domestic Relocation (e.g., within India only) expense will be reimbursed if you are relocating from a location that is more than 150 Kms away from Invesco Office Location. This is a onetime payment at the time of hiring and you must provide Invesco with documentation acceptable to Invesco documenting the relocation expense. Relocation allowance must be repaid to Invesco within 30 days should your employment with Invesco be terminated for any reason, save for death, permanent disability or in country reduction in force within twelve months from your actual start date with Invesco. Such repayment may be made by Invesco

REGISTRAR



deducting relocation amounts from your final paycheck. Below are the details on relocation:

Level / Title	Eligible Amount
Trainee	INR 2,50,000

Note: You can utilize the allocated relocation budget against any of below Service stack (Travel, Transit Stay, Movement of Goods, Miscellaneous Expenses, Brokerage Charges, Bike/ Car Movement, Bike/ Car registration and Local Travel). However, the reimbursement amount should be within the overall relocation budget. All the reimbursement will be paid on the actuals. You must submit dully filled and signed reimbursement form along with original bill containing Vendor GST Number and payments receipts for availing the reimbursement.

Please refer the attached relocation guide for more details

Miscellaneous

Annual Leave

Your annual leave will be communicated to you separately and will not be less than 30 working days in each full year and pro-rata in any part of a year.

Leave encashment would be paid as per the prevailing policy of I IPL at the time of your cessation of employment. The annual leave policy, carry over policy and leave encashment policy can be amended by I IPL at its sole discretion from time to time.

Termination

Your employment may be terminated in accordance with the terms and conditions of Part 12 of Annexure B hereto. Varun Uthaman, we are excited to welcome you to Invesco!

Sincerely,



Mamata Vegunta
Director of HR- Hyderabad

Offer Confirmation and Acceptance

If you are agreeable to the above terms and all terms and conditions as described in the Annexures to this document and Invesco (India) Private Limited Employee Guide, please sign this letter and return to Gayathri Santhoshi (at Santhoshi.Gayithri@invesco.com) by March 29, 2021. Please be sure to retain a copy of this letter for your records.

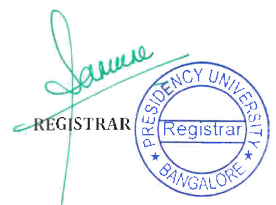
In the event you fail to provide your acceptance of this offer by March 29, 2021, this offer shall stand rescinded.

Read and Acknowledged by:

Signature: _____
Varun Uthaman

Date: _____

Start Date: _____



REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE



Varun Uthaman
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED
15th Floor, Block 6, North Tower
Divyasree Orion
SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032
Tel +91 40 674 80000 / Fax 6748 0840
HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

Annexure A: Compensation Details

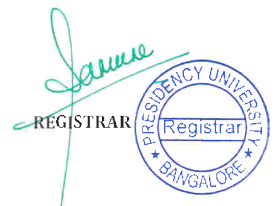
March 26, 2021

Name: Varun Uthaman
Job Title: Trainee, NATA

	Annual Compensation (Rupees.)
Basic Salary	99,000
Bonus/ex-gratia	12,000
Special Allowance (Flexible Plan)	1,92,648
Company contribution to Provident Fund	21,600
Gratuity as per Gratuity Act	4,752
Total CTC	3,30,000

Sincerely,

Mamata Vegunta
Director of HR- Hyderabad





Varun Uthaman
Presidency University
Bengaluru 560064

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15th Floor, Block 6, North Tower
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Annexure B: Additional Terms and Conditions of Employment:

PART 1. EMPLOYMENT AND DUTIES

1.1 You shall perform such duties, assume such responsibilities and carry out such instructions or policies as may be assigned by IIPL from time to time.

1.2 You shall at all times faithfully, diligently and to the best of your abilities perform all duties that may be required of you, and shall devote the whole of your working time, skill, experience, knowledge, labor, energy and attention exclusively to those duties and to the business and affairs of IIPL.

1.3 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you shall not, without first having obtained the written permission of IIPL, either as partner, officer, advisor, consultant, agent, employee, office bearer, contractor or otherwise, (i) be involved or become involved while this Employment Agreement is in effect or engage in any other activities that may conflict with your obligations to the Company; and (ii) carry on, own, manage, operate, join, assist, enable, have an interest in, control or otherwise engage or participate in a business similar to that of the Company or be connected (as a majority shareholder, director, officer, employee, partner, representative, lender, guarantor, distributor or advisor of, or consultant to or otherwise) in any business/ business entity which directly or indirectly is engaged in the business of the Company.

1.4 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you will not, either on your own or on behalf of any other person, firm or IIPL canvass, solicit, attempt to solicit or entice any of IIPL's customers, vendors, clients or any other employee working in IIPL.

1.5 You shall not bind IIPL to any commitment or obligations to third parties (whether in contract, tort or otherwise) without the prior approval of IIPL.



1.6 You shall in the discharge of your duties and in the exercise of your powers, observe, comply and adhere to all such prevailing laws and regulations, policies and procedures as may be applicable to IIPL, from time to time.

1.7 You represent to IIPL that you:

- (a) have the required skills and experience to perform the duties outlined in paragraph 1.2;
 - (b) are mentally and physically fit to perform the duties outlined in paragraph 1.2;
 - (c) are not using any illicit drugs;
 - (d) are not bankrupt;
 - (e) are not party to any agreement or covenant with any third party that may preclude your employment with IIPL;
- and

1.8 You agree to strictly comply with IIPL's HR policy as set out in IIPL's Employee Guide during the course of your employment with IIPL.

1.9 Working in Shift


REGISTRAR


- The normal "regular full-time" work schedule for IIPL is forty (40) working hours, not exceeding forty eight (48) working hours, during each working week.
- Daily and weekly work schedules may be changed from time to time, at the sole discretion of the Company, to meet varying business needs.
- In this regard, an employee is expected to work in any shift in a rotational basis in order to meet the business requirements. This may include working over the weekends / holidays, subject to applicable law.
- All employees are expected to adjust to these changes. Employees will be informed of changes in work schedules as far in advance as possible.
- All benefits contingent to working on shifts are guided by the Shift Allowance policy as described in the Employee Guide.

PART 2. TERM OF EMPLOYMENT

2.1 Once your employment has commenced, it shall continue until terminated as hereinafter provided in Part 12, provided however that Parts 8 and 9, shall remain effective after the termination of employment hereunder.

PART 3. TRANSFERS AND PROMOTIONS

3.1 All transfers and promotions will be considered on an individual basis and in line with IIPL's policy.

3.2 IIPL may, at its discretion, transfer you to any business location of IIPL or its affiliates in accordance with the Employee Guide.

PART 4. REMUNERATION

4.1 For all services rendered by you as an employee of IIPL, you shall be entitled to total remuneration as set forth in Annexure A.

4.2 IIPL reserves the right to deduct from your salary and benefits any sums which you may owe IIPL including, without limitation, any overpayment made to you by IIPL or other deductions authorized or required by law.

4.3 In the event of any alteration of remuneration, being so notified, the alteration shall thereafter have effect as if it were specifically provided for in Annexure A.

4.4 Your remuneration will be reviewed periodically in accordance with the established Company policies.

PART 5. BENEFITS

5.1 IIPL agrees to make available to every employee from the start date, the insurance scheme or insurance cum savings scheme as may be notified by the Government at the rates, stipulated by the Government in the notification either in lump sum every year or in monthly installments as may be prescribed by the Government in the notification from time to time.

PART 6. LEAVE

6.1 You will be eligible to receive the annual leave in each full year (January to December) and pro-rata in any part of a year, in accordance with the Company policy.

6.2 Your leave entitlement shall be pro-rated for the years in which your employment with IIPL begins and terminates.

6.3 IIPL shall comply with regulatory requirements when authorizing leaves of absence for you due to medical conditions, pregnancy, childbirth, civic duties, or personal situations.

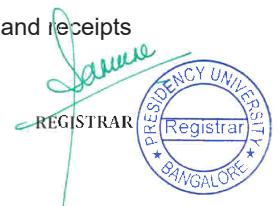
6.4 You shall request approval from your supervisor prior to taking leave.

PART 7. REIMBURSEMENT OF EXPENSES

7.1 IIPL shall reimburse you for all authorized travel and other expenses actually and properly incurred in connection with your duties as an employee of IIPL in accordance with IIPL's travel and entertainment policy.

7.2 You agree to provide any expense information requested by IIPL together with an itemize expense account and receipts showing all monies actually expended under paragraph 7.1.

PART 8. CONFIDENTIAL INFORMATION



8.1 As used herein, the term "Confidential Information" means information disclosed to, used by, developed by, or known to you in the course of your employment with IIPL, which is not generally known by persons outside IIPL's employment including, but not limited to, information pertaining to IIPL's and/or its affiliates' trade secrets, client information, marketing methods or strategies, personnel, sources or methods of financial position, pricing, bid proposal features, methods merchandising, interest rates, sales, customer and vendor lists, Inventions (as defined below), routines, policies and business procedures, including those outlined in IIPL's Employee Guide (if any).

8.2 You acknowledge that you shall have access to and be entrusted with Confidential Information in the course of your employment with IIPL, and that IIPL's business would be irreparably harmed if such Confidential Information were disclosed to, or used by, any persons outside IIPL's employment.

8.3 You acknowledge and agree that the right to maintain the absolute confidentiality of its Confidential Information is a proprietary right, which IIPL is entitled to protect.

8.4 You undertake, covenant and agree that you will not, during the term of your employment with IIPL or at any time thereafter, directly or indirectly, by any means whatsoever, divulge, furnish, provide access to, or use for any purpose other than the purposes authorized by IIPL, any of IIPL's Confidential Information, except if (i) it is required by law or any regulatory or government authority but only after giving reasonable notice to enable IIPL to limit such disclosure to the extent possible under law; (ii) it is considered necessary by you to disclose the Confidential Information to your professional advisers, auditors and bankers provided that he does so on terms protecting the Confidential Information which are at least as stringent as those specified herein; or (iii) IIPL has given its consent in writing in relation to such disclosure.

PART 9. INVENTIONS

9.1 As used herein, "Invention" means and includes any invention, improvement, method, process, advertisement, concept, system, apparatus, design or computer program or software, system or database or copyrights, patents, trademarks and designs (whether registered or unregistered), trade secrets or know how.

9.2 You acknowledge and agree that every Invention which you may, at any time during the term of your employment with IIPL or its affiliates, make, devise, develop or conceive, individually or jointly with others, whether during IIPL's business hours or otherwise, and which relates in any manner to IIPL's business or which may be useful to IIPL in connection with IIPL's business shall belong to, and be the exclusive property of IIPL, and you will make full and prompt disclosure to IIPL of every such Invention.

9.3 You undertake to assign to IIPL, or its nominee, every such Invention and to execute all assignments or other instruments and to do any other things necessary and proper to confirm IIPL's right and title in and to every such Invention. You further undertake to perform all proper acts within your power necessary or desired by IIPL to obtain letters patented in the name of IIPL and at IIPL's expense for every such Invention in whatever countries IIPL may desire, without payment by IIPL to You of any royalty, license fee, price or additional compensation. To the extent that such assignment of the rights in the Inventions from you to the Company is held unenforceable under applicable law for any reason, you agree to irrevocably grant a worldwide, enterprise-wide, perpetual, unlimited right and license in the Inventions, to use modify, improve, interpret, compile, recompile and further assign such rights provided in the Inventions for any purpose of the Company and without identifying or seeking your consent.

9.4 You further agree and acknowledge that even if IIPL does not exercise any of the rights in any of the assigned Inventions for more than a period of 1 (one) year, such assignment of, and license to, the rights in such assigned Inventions will not lapse and such rights will not revert pursuant to Section 19(4) of the Copyright Act, 1957.

9.5 You agree that, all duties and responsibilities provided by you under this Employment Agreement are specially ordered or commissioned by the Company for its sole and exclusive use and shall constitute 'work for hire' at the instance of the Company in accordance with Section 17 (b) Copyrights Act, 1957, as amended from time to time. You will not, during or at any time after the completion, expiry or termination of this Employment Agreement in any way question or dispute the ownership of the Inventions developed, discovered, prepared, created, conceived or reduced to practice by you, either alone or jointly with others, during the course of performance of your duties under this Employment Agreement.

9.6 You may only use the Inventions to perform your duties under this Employment Agreement. You agree not to use the Inventions for your own gain. Further, you agree to not disclose any Inventions to any third party without the express written consent of the Company. To the extent any rights considered as moral rights in any jurisdiction cannot be assigned, you hereby forever waive and agree never to assert any and all moral rights that you may have in the Inventions or in respect to any Invention which you may be entitled under the law or any relevant jurisdiction even after termination of your relationship/employment with the Company and undertake to not initiate any legal proceedings to enforce any such moral rights.

9.7 The obligations contained in Part 9 hereof shall continue beyond the termination of your employment and shall be binding upon your assigns, executors, administrators and other legal representatives.

Sarav
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

PART 10. INJUNCTIVE RELIEF

10.1 You acknowledge and agree that a breach by you of any of the covenants contained in Parts 8 or 9 hereof would result in irreparable harm to I IPL's business such that I IPL could not adequately be compensated for such harm by a damage award. Accordingly, you agree that in the event of any such breach, in addition to all other remedies available to I IPL at law or in equity, I IPL shall be entitled as a matter of right to obtain from a court of competent jurisdiction such relief by way of restraining order, injunction, decree or otherwise as may be appropriate to ensure compliance with the provisions of Parts 8 or 9 herein and you waive any right to object and consents to the issuance of an injunction or interim injunction prohibiting you from breaching any of the provisions hereof.

PART 11. POLICIES AND PROCEDURE MANUAL AND CODE OF CONDUCT

11.1 You agree to comply with and be bound by the provisions of I IPL's Guide and Code of Business Conduct and Ethics.

11.2 It is understood that I IPL maintains or may maintain certain policies, which may relate to the employment of you. You agree to comply with such policies. It is agreed that the introduction and administration of such policies are within the sole discretion of I IPL. I IPL has the sole discretion to revise/amend any such policies and you agree to abide by such revised/amended policies as may/may not be notified to you. If I IPL introduces, amends or deletes such policies as conditions warrant, such introduction, deletion or amendment does not constitute a breach of this Employment Agreement.

PART 12. TERMINATION OF EMPLOYMENT

12.1 Your employment may be terminated at any time by I IPL:

a) without notice or remuneration in lieu thereof at any time:

- i) for just cause;
- ii) if you are convicted of an indictable criminal offense or become bankrupt;
- iii) if you are guilty of any misconduct which in the reasonable opinion of I IPL could injure the reputation or business of I IPL;
- iv) if you, by reason of illness or mental or physical disability or incapacity, are unable to perform your duties under this as an employee of I IPL for any period of sixty (60) consecutive calendar days; or
- v) if you breach any obligation of yours contained in this Annexure B.

b) otherwise, for convenience, upon notice of 60 days prior notice, in writing or with a payment to you in lieu of notice.

12.2 You may terminate your employment with I IPL at any time by providing I IPL with 60 days prior notice in writing to that effect.

12.3 Upon termination of your employment with I IPL for any reason, you agree that all items in possession of you in respect of I IPL's business including all files, manuals, information, Confidential Information, Inventions and documents and all equipment such as motor vehicles, cameras, tape recorders, office equipment, computers and related equipment shall remain the property of I IPL and you shall personally deliver same promptly to I IPL's office. No photostatic copy, duplication or reproduction of any kind whatsoever shall be made of such files, information or documents without the express written consent of I IPL.

12.4 The payment of the amount required pursuant to sub-paragraph 12.1 (a) if applicable, together with any amounts accrued pursuant to paragraphs 4.1 and 6.1, shall be full and final severance pay and settlement between the parties hereto and the Employee agrees that he will not be entitled to any further compensation or payment of any kind whatsoever.

PART 13. GOVERNING LAW

13.1 This document shall be construed and interpreted in accordance with Indian law and the Courts of Hyderabad shall have exclusive jurisdiction on any matters related thereto.

The terms and conditions as outlined in this Employment Agreement are subject to the terms and conditions of the Employee guide. The guide shall prevail in case of any inconsistency between this Employment Agreement and Employee guide. The Company can change the terms and conditions in the employee guide at any time without notice and the latest employee guide shall prevail over previous sessions.

PART 14. OTHER TERMS



14.1 Non-Disparagement:

a) Upon cessation of your employment with I IPL, you shall refrain from making any adverse written or oral statement or taking any action, directly or indirectly, which you know or reasonably should know to be disparaging, negative or capable of causing harm to the reputation of I IPL or its affiliates, publicly or otherwise, except as allowed or required by law. You shall also refrain from suggesting to anyone that any written or oral statements concerning I IPL or its affiliates, be made which you know or reasonably should know to be disparaging or negative, or from urging or influencing any person to make any such statement.

b) You understand that nothing in this Employment Agreement shall in any way limit or prohibit you from engaging for a lawful purpose in any Protected Activity. For purposes of this Employment Agreement, "Protected Activity" shall mean filing a charge or complaint, or otherwise communicating, cooperating, or participating with any governmental agency or regulatory body, in accordance with applicable laws.

Read and Acknowledged by:

Signature: _____
Varun Uthaman

Date: _____





Annexure C: Sensitive Personal Data or Information (SPDI) Collection Statement

Throughout the course of your employment or service with Invesco India Private Limited ("IIPL"), we may collect certain Sensitive Personal Data or Information ("SPDI") from you.

The purpose of collection of SPDI includes but is not limited to: assessing an individual's qualifications and suitability including state of health for a particular job or task, administering a range of HR processes, provisioning of payroll benefits, record retention process, performance management, staff action on career development, tax-return filing, disclosures as permitted and required by law to assist in regulatory or other investigation or inspection, if any, or internal audit procedure and / or other administrative tasks ("Purposes").

The SPDI that we have collected and may collect from time to time may be used for the Purposes listed above by IIPL and/or may be transferred (whether in or outside of your employing country) to our group, affiliate or associate companies, our third party service providers such as insurers, bankers, administrators and other third party companies engaged in contractual activities on our behalf.

As per IIPL's Employment Data Protection Policy, we reserve the right to retain SPDI of employees, contractors, temporary employees, consultants, interns, trainees, prospective employees or applicants, and former employees when they cease to be employed by us for a period as allowed under applicable laws. Such SPDI may be required for any purposes, residual or ancillary to the above Purposes in relation to a former employee, including, but not limited to; the provision of job references, processing applications for the employment matters relating to retirement benefits and allowing us to fulfill other contractual or statutory obligations. Please note that you have a right to request access to or seek a correction to your SPDI in relation to your employment.

Please visit the intranet for our latest Employment Data Protection Policy should you have any enquiries concerning the SPDI collected, including obtaining copies and/ or seeking any correction. Please note that the Employment Data Protection Policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your acceptance of the Sensitive Personal Data or Information Collection Statement and acknowledge that you have read and agree to the terms of the Employment Data Protection Policy. You have the right to opt-out, in which case, you may contact the Human Resources department

Read and Acknowledged by:

Signature: _____
Varun Uthaman

Date: _____





Annexure D : Notice to Potential Employees
Invesco Limited and its subsidiaries (Invesco)

Invesco, as an investment company, is highly regulated by, and abides by all applicable regulatory requirements of, the Securities and Exchange Commission (SEC). As an individual providing service to Invesco as an employee, you are subject to certain regulations established by the SEC as a condition of providing services to the corporation. This document provides you with an overview of those requirements so you know what to expect in anticipation of working with the organization.

Financial disclosure:

Due to potential access to sensitive information and records, you will be subject to disclosure of your personal investment holdings and trading activity as well as those of your immediate family while working with the company. Disclosure and other requirements may include, but may not be limited to, the following:

- a) Disclosure of direct or indirect beneficial ownership of securities held now or in the future;
- b) Clearance by Invesco before engaging in certain personal securities transactions;
- c) Reporting of certain personal securities transactions to Invesco;
- d) Restrictions on engaging in personal securities transactions or holding securities issued during an initial public offering;
- e) Restrictions on and disclosures regarding personal securities transactions involving the purchase or sale of unregistered or restricted securities;
- f) Restrictions on engaging in personal securities transactions in certain securities during certain periods of time; and
- g) Holding demat and trading accounts with an approved broker only.

IPL's Compliance department will contact you shortly after you begin your assignment regarding disclosure requirements and pre-clearance of personal trades (if applicable).

Compliance with these requirements is a condition to any working relationship with Invesco, but does not guarantee a continued working relationship. All individuals work with Invesco on an at-will basis unless another status is agreed in writing with an authorized Invesco representative. Thank you for your cooperation and efforts toward maintaining Invesco as an organization that demonstrates the highest of ethical standards and behaviors in all of its business responsibilities.

Read and Acknowledged by:

Signature: _____
Varun Uthaman

Date: _____





Annexure E: Transportation

In line with regulatory requirement and prevailing Invesco policy, Invesco provides door to door transport where applicable, for employees.

Employees whose login and log-out falls in between 7pm-7am can opt for company-provided transport facility, provided the following conditions are met:

- (I) Transport service is provided to employees who resides within 30kms radius from IIPL Office location.
- (II) It is intended that the maximum journey time should not be more than 120 minutes (one way). The calculated time is based on normal traffic conditions.

One of the prerequisites to making the Invesco offer was your proximity of residence to the Invesco office location. If you are unable to reside within the radius of Invesco Transport eligibility, during your tenure at IIPL, IIPL shall be entitled to take such necessary steps as may be required including

- (I) Ceasing the transportation facility
- (II) Termination of your employment with Invesco.

You are required to make yourself familiar with the Invesco Transport policy by reading the policy available on Intranet. More details can be obtained by contacting your Facilities Services department. Please note that the Invesco Transport policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your understanding and acceptance of the above.

Read and Acknowledged by:

Signature: _____
Varun Uthaman

Date: _____





Adarsh Mohanan
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED

15th Floor, Block 6, North Tower

Divyasree Orion

SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032

Tel +91 40 674 80000 / Fax 6748 0840

HR.Hyd@invesco.com

CIN# : U72200TG2012PTC078512

March 26, 2021

Dear Adarsh Mohanan

Congratulations! We are pleased to offer you the position of Trainee, NATA for Invesco India Pvt. Ltd. ('I IPL or Invesco') effective July 19, 2021. This position will be located in our office at DivyaSree Orion, Survey No. 66/1, Ranga Reddy District, Hyderabad 500 032. People are the foundation of our success and we believe you possess the experience, capability and talent to help us further build our organization into one of the preeminent leaders in the investment community. Speaking not only for myself, but for my colleagues as well, we look forward to the opportunity of working with you to achieve our collective objectives.

The terms and conditions of your employment with I IPL are set forth below, which, together with Annexure A (Compensation), Annexure B (Additional Terms and Conditions of Employment), Annexure C (Sensitive Personal Data or Information Collection Statement), Annexure D (Notice) and Annexure E attachment hereto and incorporated herein, shall constitute the entire agreement between you and I IPL regarding your employment with I IPL (collectively, the "Agreement"). If the terms and conditions of the Agreement meet with your approval, please evidence your acceptance of such by signing where indicated below. The terms of this offer letter, Annexure A, Annexure B, Annexure C, Annexure D, and Annexure E are collectively referred to as "Employment Agreement".

This offer and your services are contingent upon the satisfactory background investigations including employment history. Any personal references and any negative report received by the Company from any person including your existing or earlier employer shall be solely for the Company's use and confidential, and you undertake not to request for a copy thereof or base a claim of any nature against any person including the Company with regard to such report or satisfaction reached by the Company. At your request, we understand that no background check with your present employer will be initiated by us prior to expiry of 7 days of your accepting the offer letter.

Compensation

Annual CTC

You will receive an annual CTC of Rs 3,30,000 . For further details, please refer to Annexure A hereof.

Discretionary Bonus Program

In addition, you will be eligible for Invesco's annual discretionary bonus program. Your target bonus range will be between 0% – 10% of your annual CTC. Your actual bonus award will be based upon company and individual performance and subject to applicable policies of company from time to time. Any incentive or performance bonus paid by the Company to the employee shall be inclusive of the statutory annual bonus, if, where and when, the same may become payable by the Company to the employee.

Relocation Expenses:

Domestic Relocation (e.g., within India only) expense will be reimbursed if you are relocating from a location that is more than 150 Kms away from Invesco Office Location. This is a onetime payment at the time of hiring and you must provide Invesco with documentation acceptable to Invesco documenting the relocation expense. Relocation allowance must be repaid to Invesco within 30 days should your employment with Invesco be terminated for any reason, save for death, permanent disability or involuntary reduction in force within twelve months from your actual start date with Invesco. Such repayment may be made by Invesco

REGISTRAR



deducting relocation amounts from your final paycheck. Below are the details on relocation:

Level / Title	Eligible Amount
Trainee	INR 2,50,000

Note: You can utilize the allocated relocation budget against any of below Service stack (Travel, Transit Stay, Movement of Goods, Miscellaneous Expenses, Brokerage Charges, Bike/ Car Movement, Bike/ Car registration and Local Travel). However, the reimbursement amount should be within the overall relocation budget. All the reimbursement will be paid on the actuals. You must submit dully filled and signed reimbursement form along with original bill containing Vendor GST Number and payments receipts for availing the reimbursement.

Please refer the attached relocation guide for more details

Miscellaneous

Annual Leave

Your annual leave will be communicated to you separately and will not be less than 30 working days in each full year and pro-rata in any part of a year.

Leave encashment would be paid as per the prevailing policy of I IPL at the time of your cessation of employment. The annual leave policy, carry over policy and leave encashment policy can be amended by I IPL at its sole discretion from time to time.

Termination

Your employment may be terminated in accordance with the terms and conditions of Part 12 of Annexure B hereto. Adarsh Mohanan, we are excited to welcome you to Invesco!

Sincerely,



Mamata Vegunta
Director of HR- Hyderabad

Offer Confirmation and Acceptance

If you are agreeable to the above terms and all terms and conditions as described in the Annexures to this document and Invesco (India) Private Limited Employee Guide, please sign this letter and return to Gayathri Santhoshi (at Santhoshi.Gayithri@invesco.com) by March 29, 2021. Please be sure to retain a copy of this letter for your records.

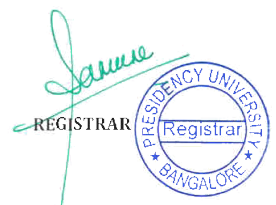
In the event you fail to provide your acceptance of this offer by March 29, 2021, this offer shall stand rescinded.

Read and Acknowledged by:

Signature: _____
Adarsh Mohanan

Date: _____

Start Date: _____





Adarsh Mohanan
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED
15th Floor, Block 6, North Tower
Divyasree Orion
SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032
Tel +91 40 674 80000 / Fax 6748 0840
HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

Annexure A: Compensation Details

March 26, 2021

Name: Adarsh Mohanan
Job Title: Trainee, NATA

	Annual Compensation (Rupees.)
Basic Salary	99,000
Bonus/ex-gratia	12,000
Special Allowance (Flexible Plan)	1,92,648
Company contribution to Provident Fund	21,600
Gratuity as per Gratuity Act	4,752
Total CTC	3,30,000

Sincerely,

Mamata Vegunta
Director of HR- Hyderabad


REGISTRAR




Adarsh Mohanan
Presidency University
Bengaluru 560064

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Tel +91 40 674 80000 / Fax 6748 0840

HR.Hyd@invesco.com

CIN# : U72200TG2012PTC078512

Annexure B: Additional Terms and Conditions of Employment:

PART 1. EMPLOYMENT AND DUTIES

1.1 You shall perform such duties, assume such responsibilities and carry out such instructions or policies as may be assigned by IIPL from time to time.

1.2 You shall at all times faithfully, diligently and to the best of your abilities perform all duties that may be required of you, and shall devote the whole of your working time, skill, experience, knowledge, labor, energy and attention exclusively to those duties and to the business and affairs of IIPL.

1.3 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you shall not, without first having obtained the written permission of IIPL, either as partner, officer, advisor, consultant, agent, employee, office bearer, contractor or otherwise, (i) be involved or become involved while this Employment Agreement is in effect or engage in any other activities that may conflict with your obligations to the Company; and (ii) carry on, own, manage, operate, join, assist, enable, have an interest in, control or otherwise engage or participate in a business similar to that of the Company or be connected (as a majority shareholder, director, officer, employee, partner, representative, lender, guarantor, distributor or advisor of, or consultant to or otherwise) in any business/ business entity which directly or indirectly is engaged in the business of the Company.

1.4 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you will not, either on your own or on behalf of any other person, firm or IIPL canvass, solicit, attempt to solicit or entice any of IIPL's customers, vendors, clients or any other employee working in IIPL.

1.5 You shall not bind IIPL to any commitment or obligations to third parties (whether in contract, tort or otherwise) without the prior approval of IIPL.



1.6 You shall in the discharge of your duties and in the exercise of your powers, observe, comply and adhere to all such prevailing laws and regulations, policies and procedures as may be applicable to IIPL, from time to time.

1.7 You represent to IIPL that you:

- (a) have the required skills and experience to perform the duties outlined in paragraph 1.2;
 - (b) are mentally and physically fit to perform the duties outlined in paragraph 1.2;
 - (c) are not using any illicit drugs;
 - (d) are not bankrupt;
 - (e) are not party to any agreement or covenant with any third party that may preclude your employment with IIPL;
- and

1.8 You agree to strictly comply with IIPL's HR policy as set out in IIPL's Employee Guide during the course of your employment with IIPL.

1.9 Working in Shift


REGISTRAR


- The normal "regular full-time" work schedule for IIPL is forty (40) working hours, not exceeding forty eight (48) working hours, during each working week.
- Daily and weekly work schedules may be changed from time to time, at the sole discretion of the Company, to meet varying business needs.
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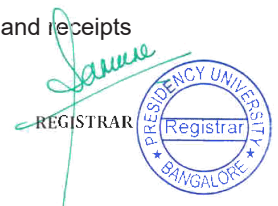
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PART 8. CONFIDENTIAL INFORMATION



8.1 As used herein, the term "Confidential Information" means information disclosed to, used by, developed by, or known to you in the course of your employment with IIPL, which is not generally known by persons outside IIPL's employment including, but not limited to, information pertaining to IIPL's and/or its affiliates' trade secrets, client information, marketing methods or strategies, personnel, sources or methods of financial position, pricing, bid proposal features, methods merchandising, interest rates, sales, customer and vendor lists, Inventions (as defined below), routines, policies and business procedures, including those outlined in IIPL's Employee Guide (if any).

8.2 You acknowledge that you shall have access to and be entrusted with Confidential Information in the course of your employment with IIPL, and that IIPL's business would be irreparably harmed if such Confidential Information were disclosed to, or used by, any persons outside IIPL's employment.

8.3 You acknowledge and agree that the right to maintain the absolute confidentiality of its Confidential Information is a proprietary right, which IIPL is entitled to protect.

8.4 You undertake, covenant and agree that you will not, during the term of your employment with IIPL or at any time thereafter, directly or indirectly, by any means whatsoever, divulge, furnish, provide access to, or use for any purpose other than the purposes authorized by IIPL, any of IIPL's Confidential Information, except if (i) it is required by law or any regulatory or government authority but only after giving reasonable notice to enable IIPL to limit such disclosure to the extent possible under law; (ii) it is considered necessary by you to disclose the Confidential Information to your professional advisers, auditors and bankers provided that he does so on terms protecting the Confidential Information which are at least as stringent as those specified herein; or (iii) IIPL has given its consent in writing in relation to such disclosure.

PART 9. INVENTIONS

9.1 As used herein, "Invention" means and includes any invention, improvement, method, process, advertisement, concept, system, apparatus, design or computer program or software, system or database or copyrights, patents, trademarks and designs (whether registered or unregistered), trade secrets or know how.

9.2 You acknowledge and agree that every Invention which you may, at any time during the term of your employment with IIPL or its affiliates, make, devise, develop or conceive, individually or jointly with others, whether during IIPL's business hours or otherwise, and which relates in any manner to IIPL's business or which may be useful to IIPL in connection with IIPL's business shall belong to, and be the exclusive property of IIPL, and you will make full and prompt disclosure to IIPL of every such Invention.

9.3 You undertake to assign to IIPL, or its nominee, every such Invention and to execute all assignments or other instruments and to do any other things necessary and proper to confirm IIPL's right and title in and to every such Invention. You further undertake to perform all proper acts within your power necessary or desired by IIPL to obtain letters patented in the name of IIPL and at IIPL's expense for every such Invention in whatever countries IIPL may desire, without payment by IIPL to You of any royalty, license fee, price or additional compensation. To the extent that such assignment of the rights in the Inventions from you to the Company is held unenforceable under applicable law for any reason, you agree to irrevocably grant a worldwide, enterprise-wide, perpetual, unlimited right and license in the Inventions, to use modify, improve, interpret, compile, recompile and further assign such rights provided in the Inventions for any purpose of the Company and without identifying or seeking your consent.

9.4 You further agree and acknowledge that even if IIPL does not exercise any of the rights in any of the assigned Inventions for more than a period of 1 (one) year, such assignment of, and license to, the rights in such assigned Inventions will not lapse and such rights will not revert pursuant to Section 19(4) of the Copyright Act, 1957.

9.5 You agree that, all duties and responsibilities provided by you under this Employment Agreement are specially ordered or commissioned by the Company for its sole and exclusive use and shall constitute 'work for hire' at the instance of the Company in accordance with Section 17 (b) Copyrights Act, 1957, as amended from time to time. You will not, during or at any time after the completion, expiry or termination of this Employment Agreement in any way question or dispute the ownership of the Inventions developed, discovered, prepared, created, conceived or reduced to practice by you, either alone or jointly with others, during the course of performance of your duties under this Employment Agreement.

9.6 You may only use the Inventions to perform your duties under this Employment Agreement. You agree not to use the Inventions for your own gain. Further, you agree to not disclose any Inventions to any third party without the express written consent of the Company. To the extent any rights considered as moral rights in any jurisdiction cannot be assigned, you hereby forever waive and agree never to assert any and all moral rights that you may have in the Inventions or in respect to any Invention which you may be entitled under the law or any relevant jurisdiction even after termination of your relationship/employment with the Company and undertake to not initiate any legal proceedings to enforce any such moral rights.

9.7 The obligations contained in Part 9 hereof shall continue beyond the termination of your employment and shall be binding upon your assigns, executors, administrators and other legal representatives.


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PART 10. INJUNCTIVE RELIEF

10.1 You acknowledge and agree that a breach by you of any of the covenants contained in Parts 8 or 9 hereof would result in irreparable harm to I IPL's business such that I IPL could not adequately be compensated for such harm by a damage award. Accordingly, you agree that in the event of any such breach, in addition to all other remedies available to I IPL at law or in equity, I IPL shall be entitled as a matter of right to obtain from a court of competent jurisdiction such relief by way of restraining order, injunction, decree or otherwise as may be appropriate to ensure compliance with the provisions of Parts 8 or 9 herein and you waive any right to object and consents to the issuance of an injunction or interim injunction prohibiting you from breaching any of the provisions hereof.

PART 11. POLICIES AND PROCEDURE MANUAL AND CODE OF CONDUCT

11.1 You agree to comply with and be bound by the provisions of I IPL's Guide and Code of Business Conduct and Ethics.

11.2 It is understood that I IPL maintains or may maintain certain policies, which may relate to the employment of you. You agree to comply with such policies. It is agreed that the introduction and administration of such policies are within the sole discretion of I IPL. I IPL has the sole discretion to revise/amend any such policies and you agree to abide by such revised/amended policies as may/may not be notified to you. If I IPL introduces, amends or deletes such policies as conditions warrant, such introduction, deletion or amendment does not constitute a breach of this Employment Agreement.

PART 12. TERMINATION OF EMPLOYMENT

12.1 Your employment may be terminated at any time by I IPL:

a) without notice or remuneration in lieu thereof at any time:

- i) for just cause;
- ii) if you are convicted of an indictable criminal offense or become bankrupt;
- iii) if you are guilty of any misconduct which in the reasonable opinion of I IPL could injure the reputation or business of I IPL;
- iv) if you, by reason of illness or mental or physical disability or incapacity, are unable to perform your duties under this as an employee of I IPL for any period of sixty (60) consecutive calendar days; or
- v) if you breach any obligation of yours contained in this Annexure B.

b) otherwise, for convenience, upon notice of 60 days prior notice, in writing or with a payment to you in lieu of notice.

12.2 You may terminate your employment with I IPL at any time by providing I IPL with 60 days prior notice in writing to that effect.

12.3 Upon termination of your employment with I IPL for any reason, you agree that all items in possession of you in respect of I IPL's business including all files, manuals, information, Confidential Information, Inventions and documents and all equipment such as motor vehicles, cameras, tape recorders, office equipment, computers and related equipment shall remain the property of I IPL and you shall personally deliver same promptly to I IPL's office. No photostatic copy, duplication or reproduction of any kind whatsoever shall be made of such files, information or documents without the express written consent of I IPL.

12.4 The payment of the amount required pursuant to sub-paragraph 12.1 (a) if applicable, together with any amounts accrued pursuant to paragraphs 4.1 and 6.1, shall be full and final severance pay and settlement between the parties hereto and the Employee agrees that he will not be entitled to any further compensation or payment of any kind whatsoever.

PART 13. GOVERNING LAW

13.1 This document shall be construed and interpreted in accordance with Indian law and the Courts of Hyderabad shall have exclusive jurisdiction on any matters related thereto.

The terms and conditions as outlined in this Employment Agreement are subject to the terms and conditions of the Employee guide. The guide shall prevail in case of any inconsistency between this Employment Agreement and Employee guide. The Company can change the terms and conditions in the employee guide at any time without notice and the latest employee guide shall prevail over previous sessions.

PART 14. OTHER TERMS



14.1 Non-Disparagement:

a) Upon cessation of your employment with IIPL, you shall refrain from making any adverse written or oral statement or taking any action, directly or indirectly, which you know or reasonably should know to be disparaging, negative or capable of causing harm to the reputation of IIPL or its affiliates, publicly or otherwise, except as allowed or required by law. You shall also refrain from suggesting to anyone that any written or oral statements concerning IIPL or its affiliates, be made which you know or reasonably should know to be disparaging or negative, or from urging or influencing any person to make any such statement.

b) You understand that nothing in this Employment Agreement shall in any way limit or prohibit you from engaging for a lawful purpose in any Protected Activity. For purposes of this Employment Agreement, "Protected Activity" shall mean filing a charge or complaint, or otherwise communicating, cooperating, or participating with any governmental agency or regulatory body, in accordance with applicable laws.

Read and Acknowledged by:

Signature: _____
Adarsh Mohanan

Date: _____


REGISTRAR




Annexure C: Sensitive Personal Data or Information (SPDI) Collection Statement

Throughout the course of your employment or service with Invesco India Private Limited ("IIPL"), we may collect certain Sensitive Personal Data or Information ("SPDI") from you.

The purpose of collection of SPDI includes but is not limited to: assessing an individual's qualifications and suitability including state of health for a particular job or task, administering a range of HR processes, provisioning of payroll benefits, record retention process, performance management, staff action on career development, tax-return filing, disclosures as permitted and required by law to assist in regulatory or other investigation or inspection, if any, or internal audit procedure and / or other administrative tasks ("Purposes").

The SPDI that we have collected and may collect from time to time may be used for the Purposes listed above by IIPL and/or may be transferred (whether in or outside of your employing country) to our group, affiliate or associate companies, our third party service providers such as insurers, bankers, administrators and other third party companies engaged in contractual activities on our behalf.

As per IIPL's Employment Data Protection Policy, we reserve the right to retain SPDI of employees, contractors, temporary employees, consultants, interns, trainees, prospective employees or applicants, and former employees when they cease to be employed by us for a period as allowed under applicable laws. Such SPDI may be required for any purposes, residual or ancillary to the above Purposes in relation to a former employee, including, but not limited to; the provision of job references, processing applications for the employment matters relating to retirement benefits and allowing us to fulfill other contractual or statutory obligations. Please note that you have a right to request access to or seek a correction to your SPDI in relation to your employment.

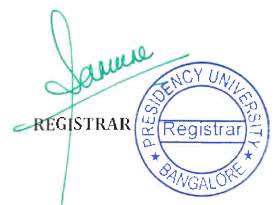
Please visit the intranet for our latest Employment Data Protection Policy should you have any enquiries concerning the SPDI collected, including obtaining copies and/ or seeking any correction. Please note that the Employment Data Protection Policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your acceptance of the Sensitive Personal Data or Information Collection Statement and acknowledge that you have read and agree to the terms of the Employment Data Protection Policy. You have the right to opt-out, in which case, you may contact the Human Resources department

Read and Acknowledged by:

Signature: _____
Adarsh Mohanan

Date: _____





Annexure D : Notice to Potential Employees
Invesco Limited and its subsidiaries (Invesco)

Invesco, as an investment company, is highly regulated by, and abides by all applicable regulatory requirements of, the Securities and Exchange Commission (SEC). As an individual providing service to Invesco as an employee, you are subject to certain regulations established by the SEC as a condition of providing services to the corporation. This document provides you with an overview of those requirements so you know what to expect in anticipation of working with the organization.

Financial disclosure:

Due to potential access to sensitive information and records, you will be subject to disclosure of your personal investment holdings and trading activity as well as those of your immediate family while working with the company. Disclosure and other requirements may include, but may not be limited to, the following:

- a) Disclosure of direct or indirect beneficial ownership of securities held now or in the future;
- b) Clearance by Invesco before engaging in certain personal securities transactions;
- c) Reporting of certain personal securities transactions to Invesco;
- d) Restrictions on engaging in personal securities transactions or holding securities issued during an initial public offering;
- e) Restrictions on and disclosures regarding personal securities transactions involving the purchase or sale of unregistered or restricted securities;
- f) Restrictions on engaging in personal securities transactions in certain securities during certain periods of time; and
- g) Holding demat and trading accounts with an approved broker only.

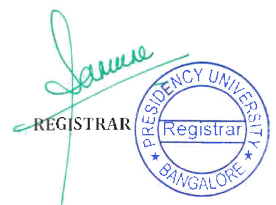
IPL's Compliance department will contact you shortly after you begin your assignment regarding disclosure requirements and pre-clearance of personal trades (if applicable).

Compliance with these requirements is a condition to any working relationship with Invesco, but does not guarantee a continued working relationship. All individuals work with Invesco on an at-will basis unless another status is agreed in writing with an authorized Invesco representative. Thank you for your cooperation and efforts toward maintaining Invesco as an organization that demonstrates the highest of ethical standards and behaviors in all of its business responsibilities.

Read and Acknowledged by:

Signature: _____
Adarsh Mohanan

Date: _____





Annexure E: Transportation

In line with regulatory requirement and prevailing Invesco policy, Invesco provides door to door transport where applicable, for employees.

Employees whose login and log- out falls in between 7pm-7am can opt for company-provided transport facility, provided the following conditions are met:

- (I) Transport service is provided to employees who resides within 30kms radius from IIPL Office location.
- (II) It is intended that the maximum journey time should not be more than 120 minutes (one way). The calculated time is based on normal traffic conditions.

One of the prerequisites to making the Invesco offer was your proximity of residence to the Invesco office location. If you are unable to reside within the radius of Invesco Transport eligibility, during your tenure at IIPL, IIPL shall be entitled to take such necessary steps as may be required including

- (I) Ceasing the transportation facility
- (II) Termination of your employment with Invesco.

You are required to make yourself familiar with the Invesco Transport policy by reading the policy available on Intranet. More details can be obtained by contacting your Facilities Services department. Please note that the Invesco Transport policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your understanding and acceptance of the above.

Read and Acknowledged by:

Signature: _____
Adarsh Mohanan

Date: _____





Bharat Raj
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED
15th Floor, Block 6, North Tower
Divyasree Orion
SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032
Tel +91 40 674 80000 / Fax 6748 0840
HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

March 26, 2021

Dear Bharat Raj

Congratulations! We are pleased to offer you the position of Trainee, NATA for Invesco India Pvt. Ltd. ('I IPL or Invesco') effective July 19, 2021. This position will be located in our office at DivyaSree Orion, Survey No. 66/1, Ranga Reddy District, Hyderabad 500 032. People are the foundation of our success and we believe you possess the experience, capability and talent to help us further build our organization into one of the preeminent leaders in the investment community. Speaking not only for myself, but for my colleagues as well, we look forward to the opportunity of working with you to achieve our collective objectives.

The terms and conditions of your employment with I IPL are set forth below, which, together with Annexure A (Compensation), Annexure B (Additional Terms and Conditions of Employment), Annexure C (Sensitive Personal Data or Information Collection Statement), Annexure D (Notice) and Annexure E attachment hereto and incorporated herein, shall constitute the entire agreement between you and I IPL regarding your employment with I IPL (collectively, the "Agreement"). If the terms and conditions of the Agreement meet with your approval, please evidence your acceptance of such by signing where indicated below. The terms of this offer letter, Annexure A, Annexure B, Annexure C, Annexure D, and Annexure E are collectively referred to as "Employment Agreement".

This offer and your services are contingent upon the satisfactory background investigations including employment history. Any personal references and any negative report received by the Company from any person including your existing or earlier employer shall be solely for the Company's use and confidential, and you undertake not to request for a copy thereof or base a claim of any nature against any person including the Company with regard to such report or satisfaction reached by the Company. At your request, we understand that no background check with your present employer will be initiated by us prior to expiry of 7 days of your accepting the offer letter.

Compensation

Annual CTC

You will receive an annual CTC of Rs 3,30,000 . For further details, please refer to Annexure A hereof.

Discretionary Bonus Program

In addition, you will be eligible for Invesco's annual discretionary bonus program. Your target bonus range will be between 0% – 10% of your annual CTC. Your actual bonus award will be based upon company and individual performance and subject to applicable policies of company from time to time. Any incentive or performance bonus paid by the Company to the employee shall be inclusive of the statutory annual bonus, if, where and when, the same may become payable by the Company to the employee.

Relocation Expenses:

Domestic Relocation (e.g., within India only) expense will be reimbursed if you are relocating from a location that is more than 150 Kms away from Invesco Office Location. This is a onetime payment at the time of hiring and you must provide Invesco with documentation acceptable to Invesco documenting the relocation expense. Relocation allowance must be repaid to Invesco within 30 days should your employment with Invesco be terminated for any reason, save for death, permanent disability or involuntary reduction in force within twelve months from your actual start date with Invesco. Such repayment may be made by Invesco

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deducting relocation amounts from your final paycheck. Below are the details on relocation:

Level / Title	Eligible Amount
Trainee	INR 2,50,000

Note: You can utilize the allocated relocation budget against any of below Service stack (Travel, Transit Stay, Movement of Goods, Miscellaneous Expenses, Brokerage Charges, Bike/ Car Movement, Bike/ Car registration and Local Travel). However, the reimbursement amount should be within the overall relocation budget. All the reimbursement will be paid on the actuals. You must submit dully filled and signed reimbursement form along with original bill containing Vendor GST Number and payments receipts for availing the reimbursement.

Please refer the attached relocation guide for more details

Miscellaneous

Annual Leave

Your annual leave will be communicated to you separately and will not be less than 30 working days in each full year and pro-rata in any part of a year.

Leave encashment would be paid as per the prevailing policy of I IPL at the time of your cessation of employment. The annual leave policy, carry over policy and leave encashment policy can be amended by I IPL at its sole discretion from time to time.

Termination

Your employment may be terminated in accordance with the terms and conditions of Part 12 of Annexure B hereto.
Bharat Raj, we are excited to welcome you to Invesco!

Sincerely,



Mamata Vegunta
Director of HR- Hyderabad

Offer Confirmation and Acceptance

If you are agreeable to the above terms and all terms and conditions as described in the Annexures to this document and Invesco (India) Private Limited Employee Guide, please sign this letter and return to Gayathri Santhoshi (at Santhoshi.Gayithri@invesco.com) by March 29, 2021. Please be sure to retain a copy of this letter for your records.


In the event you fail to provide your acceptance of this offer by March 29, 2021, this offer shall stand rescinded.

Read and Acknowledged by:

Signature: _____
Bharat Raj

Date: _____

Start Date: _____


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



Bharat Raj
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED
15th Floor, Block 6, North Tower
Divyasree Orion
SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032
Tel +91 40 674 80000 / Fax 6748 0840
HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

Annexure A: Compensation Details

March 26, 2021

Name: Bharat Raj
Job Title: Trainee, NATA

	Annual Compensation (Rupees.)
Basic Salary	99,000
Bonus/ex-gratia	12,000
Special Allowance (Flexible Plan)	1,92,648
Company contribution to Provident Fund	21,600
Gratuity as per Gratuity Act	4,752
Total CTC	3,30,000

Sincerely,

Mamata Vegunta
Director of HR- Hyderabad


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Bharat Raj
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED
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HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

Annexure B: Additional Terms and Conditions of Employment:

PART 1. EMPLOYMENT AND DUTIES

1.1 You shall perform such duties, assume such responsibilities and carry out such instructions or policies as may be assigned by IIPL from time to time.

1.2 You shall at all times faithfully, diligently and to the best of your abilities perform all duties that may be required of you, and shall devote the whole of your working time, skill, experience, knowledge, labor, energy and attention exclusively to those duties and to the business and affairs of IIPL.

1.3 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you shall not, without first having obtained the written permission of IIPL, either as partner, officer, advisor, consultant, agent, employee, office bearer, contractor or otherwise, (i) be involved or become involved while this Employment Agreement is in effect or engage in any other activities that may conflict with your obligations to the Company; and (ii) carry on, own, manage, operate, join, assist, enable, have an interest in, control or otherwise engage or participate in a business similar to that of the Company or be connected (as a majority shareholder, director, officer, employee, partner, representative, lender, guarantor, distributor or advisor of, or consultant to or otherwise) in any business/ business entity which directly or indirectly is engaged in the business of the Company.

1.4 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you will not, either on your own or on behalf of any other person, firm or IIPL canvass, solicit, attempt to solicit or entice any of IIPL's customers, vendors, clients or any other employee working in IIPL.

1.5 You shall not bind IIPL to any commitment or obligations to third parties (whether in contract, tort or otherwise) without the prior approval of IIPL.



1.6 You shall in the discharge of your duties and in the exercise of your powers, observe, comply and adhere to all such prevailing laws and regulations, policies and procedures as may be applicable to IIPL, from time to time.

1.7 You represent to IIPL that you:

- (a) have the required skills and experience to perform the duties outlined in paragraph 1.2;
 - (b) are mentally and physically fit to perform the duties outlined in paragraph 1.2;
 - (c) are not using any illicit drugs;
 - (d) are not bankrupt;
 - (e) are not party to any agreement or covenant with any third party that may preclude your employment with IIPL;
- and

1.8 You agree to strictly comply with IIPL's HR policy as set out in IIPL's Employee Guide during the course of your employment with IIPL.

1.9 Working in Shift


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- The normal "regular full-time" work schedule for IIPL is forty (40) working hours, not exceeding forty eight (48) working hours, during each working week.
- Daily and weekly work schedules may be changed from time to time, at the sole discretion of the Company, to meet varying business needs.
- In this regard, an employee is expected to work in any shift in a rotational basis in order to meet the business requirements. This may include working over the weekends / holidays, subject to applicable law.
- All employees are expected to adjust to these changes. Employees will be informed of changes in work schedules as far in advance as possible.
- All benefits contingent to working on shifts are guided by the Shift Allowance policy as described in the Employee Guide.

PART 2. TERM OF EMPLOYMENT

2.1 Once your employment has commenced, it shall continue until terminated as hereinafter provided in Part 12, provided however that Parts 8 and 9, shall remain effective after the termination of employment hereunder.

PART 3. TRANSFERS AND PROMOTIONS

3.1 All transfers and promotions will be considered on an individual basis and in line with IIPL's policy.

3.2 IIPL may, at its discretion, transfer you to any business location of IIPL or its affiliates in accordance with the Employee Guide.

PART 4. REMUNERATION

4.1 For all services rendered by you as an employee of IIPL, you shall be entitled to total remuneration as set forth in Annexure A.

4.2 IIPL reserves the right to deduct from your salary and benefits any sums which you may owe IIPL including, without limitation, any overpayment made to you by IIPL or other deductions authorized or required by law.

4.3 In the event of any alteration of remuneration, being so notified, the alteration shall thereafter have effect as if it were specifically provided for in Annexure A.

4.4 Your remuneration will be reviewed periodically in accordance with the established Company policies.

PART 5. BENEFITS

5.1 IIPL agrees to make available to every employee from the start date, the insurance scheme or insurance cum savings scheme as may be notified by the Government at the rates, stipulated by the Government in the notification either in lump sum every year or in monthly installments as may be prescribed by the Government in the notification from time to time.

PART 6. LEAVE

6.1 You will be eligible to receive the annual leave in each full year (January to December) and pro-rata in any part of a year, in accordance with the Company policy.

6.2 Your leave entitlement shall be pro-rated for the years in which your employment with IIPL begins and terminates.

6.3 IIPL shall comply with regulatory requirements when authorizing leaves of absence for you due to medical conditions, pregnancy, childbirth, civic duties, or personal situations.


6.4 You shall request approval from your supervisor prior to taking leave.

PART 7. REIMBURSEMENT OF EXPENSES

7.1 IIPL shall reimburse you for all authorized travel and other expenses actually and properly incurred in connection with your duties as an employee of IIPL in accordance with IIPL's travel and entertainment policy.

7.2 You agree to provide any expense information requested by IIPL together with an itemize expense account and receipts showing all monies actually expended under paragraph 7.1.

PART 8. CONFIDENTIAL INFORMATION

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8.1 As used herein, the term "Confidential Information" means information disclosed to, used by, developed by, or known to you in the course of your employment with IIPL, which is not generally known by persons outside IIPL's employment including, but not limited to, information pertaining to IIPL's and/or its affiliates' trade secrets, client information, marketing methods or strategies, personnel, sources or methods of financial position, pricing, bid proposal features, methods merchandising, interest rates, sales, customer and vendor lists, Inventions (as defined below), routines, policies and business procedures, including those outlined in IIPL's Employee Guide (if any).

8.2 You acknowledge that you shall have access to and be entrusted with Confidential Information in the course of your employment with IIPL, and that IIPL's business would be irreparably harmed if such Confidential Information were disclosed to, or used by, any persons outside IIPL's employment.

8.3 You acknowledge and agree that the right to maintain the absolute confidentiality of its Confidential Information is a proprietary right, which IIPL is entitled to protect.

8.4 You undertake, covenant and agree that you will not, during the term of your employment with IIPL or at any time thereafter, directly or indirectly, by any means whatsoever, divulge, furnish, provide access to, or use for any purpose other than the purposes authorized by IIPL, any of IIPL's Confidential Information, except if (i) it is required by law or any regulatory or government authority but only after giving reasonable notice to enable IIPL to limit such disclosure to the extent possible under law; (ii) it is considered necessary by you to disclose the Confidential Information to your professional advisers, auditors and bankers provided that he does so on terms protecting the Confidential Information which are at least as stringent as those specified herein; or (iii) IIPL has given its consent in writing in relation to such disclosure.

PART 9. INVENTIONS

9.1 As used herein, "Invention" means and includes any invention, improvement, method, process, advertisement, concept, system, apparatus, design or computer program or software, system or database or copyrights, patents, trademarks and designs (whether registered or unregistered), trade secrets or know how.

9.2 You acknowledge and agree that every Invention which you may, at any time during the term of your employment with IIPL or its affiliates, make, devise, develop or conceive, individually or jointly with others, whether during IIPL's business hours or otherwise, and which relates in any manner to IIPL's business or which may be useful to IIPL in connection with IIPL's business shall belong to, and be the exclusive property of IIPL, and you will make full and prompt disclosure to IIPL of every such Invention.

9.3 You undertake to assign to IIPL, or its nominee, every such Invention and to execute all assignments or other instruments and to do any other things necessary and proper to confirm IIPL's right and title in and to every such Invention. You further undertake to perform all proper acts within your power necessary or desired by IIPL to obtain letters patented in the name of IIPL and at IIPL's expense for every such Invention in whatever countries IIPL may desire, without payment by IIPL to You of any royalty, license fee, price or additional compensation. To the extent that such assignment of the rights in the Inventions from you to the Company is held unenforceable under applicable law for any reason, you agree to irrevocably grant a worldwide, enterprise-wide, perpetual, unlimited right and license in the Inventions, to use modify, improve, interpret, compile, recompile and further assign such rights provided in the Inventions for any purpose of the Company and without identifying or seeking your consent.

9.4 You further agree and acknowledge that even if IIPL does not exercise any of the rights in any of the assigned Inventions for more than a period of 1 (one) year, such assignment of, and license to, the rights in such assigned Inventions will not lapse and such rights will not revert pursuant to Section 19(4) of the Copyright Act, 1957.

9.5 You agree that, all duties and responsibilities provided by you under this Employment Agreement are specially ordered or commissioned by the Company for its sole and exclusive use and shall constitute 'work for hire' at the instance of the Company in accordance with Section 17 (b) Copyrights Act, 1957, as amended from time to time. You will not, during or at any time after the completion, expiry or termination of this Employment Agreement in any way question or dispute the ownership of the Inventions developed, discovered, prepared, created, conceived or reduced to practice by you, either alone or jointly with others, during the course of performance of your duties under this Employment Agreement.

9.6 You may only use the Inventions to perform your duties under this Employment Agreement. You agree not to use the Inventions for your own gain. Further, you agree to not disclose any Inventions to any third party without the express written consent of the Company. To the extent any rights considered as moral rights in any jurisdiction cannot be assigned, you hereby forever waive and agree never to assert any and all moral rights that you may have in the Inventions or in respect to any Invention which you may be entitled under the law or any relevant jurisdiction even after termination of your relationship/employment with the Company and undertake to not initiate any legal proceedings to enforce any such moral rights.

9.7 The obligations contained in Part 9 hereof shall continue beyond the termination of your employment and shall be binding upon your assigns, executors, administrators and other legal representatives.

Registrar
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

PART 10. INJUNCTIVE RELIEF

10.1 You acknowledge and agree that a breach by you of any of the covenants contained in Parts 8 or 9 hereof would result in irreparable harm to I IPL's business such that I IPL could not adequately be compensated for such harm by a damage award. Accordingly, you agree that in the event of any such breach, in addition to all other remedies available to I IPL at law or in equity, I IPL shall be entitled as a matter of right to obtain from a court of competent jurisdiction such relief by way of restraining order, injunction, decree or otherwise as may be appropriate to ensure compliance with the provisions of Parts 8 or 9 herein and you waive any right to object and consents to the issuance of an injunction or interim injunction prohibiting you from breaching any of the provisions hereof.

PART 11. POLICIES AND PROCEDURE MANUAL AND CODE OF CONDUCT

11.1 You agree to comply with and be bound by the provisions of I IPL's Guide and Code of Business Conduct and Ethics.

11.2 It is understood that I IPL maintains or may maintain certain policies, which may relate to the employment of you. You agree to comply with such policies. It is agreed that the introduction and administration of such policies are within the sole discretion of I IPL. I IPL has the sole discretion to revise/amend any such policies and you agree to abide by such revised/amended policies as may/may not be notified to you. If I IPL introduces, amends or deletes such policies as conditions warrant, such introduction, deletion or amendment does not constitute a breach of this Employment Agreement.

PART 12. TERMINATION OF EMPLOYMENT

12.1 Your employment may be terminated at any time by I IPL:

a) without notice or remuneration in lieu thereof at any time:

- i) for just cause;
- ii) if you are convicted of an indictable criminal offense or become bankrupt;
- iii) if you are guilty of any misconduct which in the reasonable opinion of I IPL could injure the reputation or business of I IPL;
- iv) if you, by reason of illness or mental or physical disability or incapacity, are unable to perform your duties under this as an employee of I IPL for any period of sixty (60) consecutive calendar days; or
- v) if you breach any obligation of yours contained in this Annexure B.

b) otherwise, for convenience, upon notice of 60 days prior notice, in writing or with a payment to you in lieu of notice.

12.2 You may terminate your employment with I IPL at any time by providing I IPL with 60 days prior notice in writing to that effect.

12.3 Upon termination of your employment with I IPL for any reason, you agree that all items in possession of you in respect of I IPL's business including all files, manuals, information, Confidential Information, Inventions and documents and all equipment such as motor vehicles, cameras, tape recorders, office equipment, computers and related equipment shall remain the property of I IPL and you shall personally deliver same promptly to I IPL's office. No photostatic copy, duplication or reproduction of any kind whatsoever shall be made of such files, information or documents without the express written consent of I IPL.

12.4 The payment of the amount required pursuant to sub-paragraph 12.1 (a) if applicable, together with any amounts accrued pursuant to paragraphs 4.1 and 6.1, shall be full and final severance pay and settlement between the parties hereto and the Employee agrees that he will not be entitled to any further compensation or payment of any kind whatsoever.

PART 13. GOVERNING LAW

13.1 This document shall be construed and interpreted in accordance with Indian law and the Courts of Hyderabad shall have exclusive jurisdiction on any matters related thereto.

The terms and conditions as outlined in this Employment Agreement are subject to the terms and conditions of the Employee guide. The guide shall prevail in case of any inconsistency between this Employment Agreement and Employee guide. The Company can change the terms and conditions in the employee guide at any time without notice and the latest employee guide shall prevail over previous sessions.

PART 14. OTHER TERMS



14.1 Non-Disparagement:

a) Upon cessation of your employment with I IPL, you shall refrain from making any adverse written or oral statement or taking any action, directly or indirectly, which you know or reasonably should know to be disparaging, negative or capable of causing harm to the reputation of I IPL or its affiliates, publicly or otherwise, except as allowed or required by law. You shall also refrain from suggesting to anyone that any written or oral statements concerning I IPL or its affiliates, be made which you know or reasonably should know to be disparaging or negative, or from urging or influencing any person to make any such statement.

b) You understand that nothing in this Employment Agreement shall in any way limit or prohibit you from engaging for a lawful purpose in any Protected Activity. For purposes of this Employment Agreement, "Protected Activity" shall mean filing a charge or complaint, or otherwise communicating, cooperating, or participating with any governmental agency or regulatory body, in accordance with applicable laws.

Read and Acknowledged by:

Signature: _____
Bharat Raj

Date: _____





Annexure C: Sensitive Personal Data or Information (SPDI) Collection Statement

Throughout the course of your employment or service with Invesco India Private Limited ("IIPL"), we may collect certain Sensitive Personal Data or Information ("SPDI") from you.

The purpose of collection of SPDI includes but is not limited to: assessing an individual's qualifications and suitability including state of health for a particular job or task, administering a range of HR processes, provisioning of payroll benefits, record retention process, performance management, staff action on career development, tax-return filing, disclosures as permitted and required by law to assist in regulatory or other investigation or inspection, if any, or internal audit procedure and / or other administrative tasks ("Purposes").

The SPDI that we have collected and may collect from time to time may be used for the Purposes listed above by IIPL and/or may be transferred (whether in or outside of your employing country) to our group, affiliate or associate companies, our third party service providers such as insurers, bankers, administrators and other third party companies engaged in contractual activities on our behalf.

As per IIPL's Employment Data Protection Policy, we reserve the right to retain SPDI of employees, contractors, temporary employees, consultants, interns, trainees, prospective employees or applicants, and former employees when they cease to be employed by us for a period as allowed under applicable laws. Such SPDI may be required for any purposes, residual or ancillary to the above Purposes in relation to a former employee, including, but not limited to; the provision of job references, processing applications for the employment matters relating to retirement benefits and allowing us to fulfill other contractual or statutory obligations. Please note that you have a right to request access to or seek a correction to your SPDI in relation to your employment.

Please visit the intranet for our latest Employment Data Protection Policy should you have any enquiries concerning the SPDI collected, including obtaining copies and/ or seeking any correction. Please note that the Employment Data Protection Policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your acceptance of the Sensitive Personal Data or Information Collection Statement and acknowledge that you have read and agree to the terms of the Employment Data Protection Policy. You have the right to opt-out, in which case, you may contact the Human Resources department

Read and Acknowledged by:

Signature: _____
Bharat Raj

Date: _____





Annexure D : Notice to Potential Employees
Invesco Limited and its subsidiaries (Invesco)

Invesco, as an investment company, is highly regulated by, and abides by all applicable regulatory requirements of, the Securities and Exchange Commission (SEC). As an individual providing service to Invesco as an employee, you are subject to certain regulations established by the SEC as a condition of providing services to the corporation. This document provides you with an overview of those requirements so you know what to expect in anticipation of working with the organization.

Financial disclosure:

Due to potential access to sensitive information and records, you will be subject to disclosure of your personal investment holdings and trading activity as well as those of your immediate family while working with the company. Disclosure and other requirements may include, but may not be limited to, the following:

- a) Disclosure of direct or indirect beneficial ownership of securities held now or in the future;
- b) Clearance by Invesco before engaging in certain personal securities transactions;
- c) Reporting of certain personal securities transactions to Invesco;
- d) Restrictions on engaging in personal securities transactions or holding securities issued during an initial public offering;
- e) Restrictions on and disclosures regarding personal securities transactions involving the purchase or sale of unregistered or restricted securities;
- f) Restrictions on engaging in personal securities transactions in certain securities during certain periods of time; and
- g) Holding demat and trading accounts with an approved broker only.

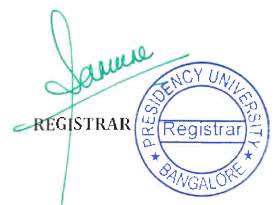
IPL's Compliance department will contact you shortly after you begin your assignment regarding disclosure requirements and pre-clearance of personal trades (if applicable).

Compliance with these requirements is a condition to any working relationship with Invesco, but does not guarantee a continued working relationship. All individuals work with Invesco on an at-will basis unless another status is agreed in writing with an authorized Invesco representative. Thank you for your cooperation and efforts toward maintaining Invesco as an organization that demonstrates the highest of ethical standards and behaviors in all of its business responsibilities.

Read and Acknowledged by:

Signature: _____
Bharat Raj

Date: _____





Annexure E: Transportation

In line with regulatory requirement and prevailing Invesco policy, Invesco provides door to door transport where applicable, for employees.

Employees whose login and log-out falls in between 7pm-7am can opt for company-provided transport facility, provided the following conditions are met:

- (I) Transport service is provided to employees who resides within 30kms radius from IIPL Office location.
- (II) It is intended that the maximum journey time should not be more than 120 minutes (one way). The calculated time is based on normal traffic conditions.

One of the prerequisites to making the Invesco offer was your proximity of residence to the Invesco office location. If you are unable to reside within the radius of Invesco Transport eligibility, during your tenure at IIPL, IIPL shall be entitled to take such necessary steps as may be required including

- (I) Ceasing the transportation facility
- (II) Termination of your employment with Invesco.

You are required to make yourself familiar with the Invesco Transport policy by reading the policy available on Intranet. More details can be obtained by contacting your Facilities Services department. Please note that the Invesco Transport policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your understanding and acceptance of the above.

Read and Acknowledged by:

Signature: _____
Bharat Raj

Date: _____





Darshan S
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED
15th Floor, Block 6, North Tower
Divyasree Orion
SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032
Tel +91 40 674 80000 / Fax 6748 0840
HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

March 26, 2021

Dear Darshan S

Congratulations! We are pleased to offer you the position of Trainee, NATA for Invesco India Pvt. Ltd. ('I IPL or Invesco') effective July 19, 2021. This position will be located in our office at DivyaSree Orion, Survey No. 66/1, Ranga Reddy District, Hyderabad 500 032. People are the foundation of our success and we believe you possess the experience, capability and talent to help us further build our organization into one of the preeminent leaders in the investment community. Speaking not only for myself, but for my colleagues as well, we look forward to the opportunity of working with you to achieve our collective objectives.

The terms and conditions of your employment with I IPL are set forth below, which, together with Annexure A (Compensation), Annexure B (Additional Terms and Conditions of Employment), Annexure C (Sensitive Personal Data or Information Collection Statement), Annexure D (Notice) and Annexure E attachment hereto and incorporated herein, shall constitute the entire agreement between you and I IPL regarding your employment with I IPL (collectively, the "Agreement"). If the terms and conditions of the Agreement meet with your approval, please evidence your acceptance of such by signing where indicated below. The terms of this offer letter, Annexure A, Annexure B, Annexure C, Annexure D, and Annexure E are collectively referred to as "Employment Agreement".

This offer and your services are contingent upon the satisfactory background investigations including employment history. Any personal references and any negative report received by the Company from any person including your existing or earlier employer shall be solely for the Company's use and confidential, and you undertake not to request for a copy thereof or base a claim of any nature against any person including the Company with regard to such report or satisfaction reached by the Company. At your request, we understand that no background check with your present employer will be initiated by us prior to expiry of 7 days of your accepting the offer letter.

Compensation

Annual CTC

You will receive an annual CTC of Rs 3,30,000 . For further details, please refer to Annexure A hereof.

Discretionary Bonus Program

In addition, you will be eligible for Invesco's annual discretionary bonus program. Your target bonus range will be between 0% – 10% of your annual CTC. Your actual bonus award will be based upon company and individual performance and subject to applicable policies of company from time to time. Any incentive or performance bonus paid by the Company to the employee shall be inclusive of the statutory annual bonus, if, where and when, the same may become payable by the Company to the employee.

Relocation Expenses:

Domestic Relocation (e.g., within India only) expense will be reimbursed if you are relocating from a location that is more than 150 Kms away from Invesco Office Location. This is a onetime payment at the time of hiring and you must provide Invesco with documentation acceptable to Invesco documenting the relocation expense. Relocation allowance must be repaid to Invesco within 30 days should your employment with Invesco be terminated for any reason, save for death, permanent disability or involuntary reduction in force within twelve months from your actual start date with Invesco. Such repayment may be made by Invesco



deducting relocation amounts from your final paycheck. Below are the details on relocation:

Level / Title	Eligible Amount
Trainee	INR 2,50,000

Note: You can utilize the allocated relocation budget against any of below Service stack (Travel, Transit Stay, Movement of Goods, Miscellaneous Expenses, Brokerage Charges, Bike/ Car Movement, Bike/ Car registration and Local Travel). However, the reimbursement amount should be within the overall relocation budget. All the reimbursement will be paid on the actuals. You must submit dully filled and signed reimbursement form along with original bill containing Vendor GST Number and payments receipts for availing the reimbursement.

Please refer the attached relocation guide for more details

Miscellaneous

Annual Leave

Your annual leave will be communicated to you separately and will not be less than 30 working days in each full year and pro-rata in any part of a year.

Leave encashment would be paid as per the prevailing policy of I IPL at the time of your cessation of employment. The annual leave policy, carry over policy and leave encashment policy can be amended by I IPL at its sole discretion from time to time.

Termination

Your employment may be terminated in accordance with the terms and conditions of Part 12 of Annexure B hereto.
Darshan S, we are excited to welcome you to Invesco!

Sincerely,



Mamata Vegunta
Director of HR- Hyderabad

Offer Confirmation and Acceptance

If you are agreeable to the above terms and all terms and conditions as described in the Annexures to this document and Invesco (India) Private Limited Employee Guide, please sign this letter and return to Gayathri Santhoshi (at Santhoshi.Gayithri@invesco.com) by March 29, 2021. Please be sure to retain a copy of this letter for your records.

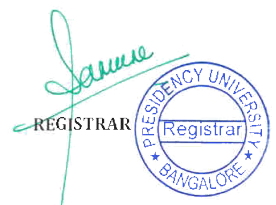
In the event you fail to provide your acceptance of this offer by March 29, 2021, this offer shall stand rescinded.

Read and Acknowledged by:

Signature: _____
Darshan S

Date: _____

Start Date: _____


REGISTRAR
PRESIDENCY UNIVERSITY
Bangalore
Registrar



Darshan S
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED
15th Floor, Block 6, North Tower
Divyasree Orion
SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032
Tel +91 40 674 80000 / Fax 6748 0840
HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

Annexure A: Compensation Details

March 26, 2021

Name: Darshan S
Job Title: Trainee, NATA

	Annual Compensation (Rupees.)
Basic Salary	99,000
Bonus/ex-gratia	12,000
Special Allowance (Flexible Plan)	1,92,648
Company contribution to Provident Fund	21,600
Gratuity as per Gratuity Act	4,752
Total CTC	3,30,000

Sincerely,

Mamata Vegunta
Director of HR- Hyderabad


REGISTRAR




Darshan S
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED

15th Floor, Block 6, North Tower

Divyasree Orion

SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032

Tel +91 40 674 80000 / Fax 6748 0840

HR.Hyd@invesco.com

CIN# : U72200TG2012PTC078512

Annexure B: Additional Terms and Conditions of Employment:

PART 1. EMPLOYMENT AND DUTIES

1.1 You shall perform such duties, assume such responsibilities and carry out such instructions or policies as may be assigned by IIPL from time to time.

1.2 You shall at all times faithfully, diligently and to the best of your abilities perform all duties that may be required of you, and shall devote the whole of your working time, skill, experience, knowledge, labor, energy and attention exclusively to those duties and to the business and affairs of IIPL.

1.3 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you shall not, without first having obtained the written permission of IIPL, either as partner, officer, advisor, consultant, agent, employee, office bearer, contractor or otherwise, (i) be involved or become involved while this Employment Agreement is in effect or engage in any other activities that may conflict with your obligations to the Company; and (ii) carry on, own, manage, operate, join, assist, enable, have an interest in, control or otherwise engage or participate in a business similar to that of the Company or be connected (as a majority shareholder, director, officer, employee, partner, representative, lender, guarantor, distributor or advisor of, or consultant to or otherwise) in any business/ business entity which directly or indirectly is engaged in the business of the Company.

1.4 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you will not, either on your own or on behalf of any other person, firm or IIPL canvass, solicit, attempt to solicit or entice any of IIPL's customers, vendors, clients or any other employee working in IIPL.

1.5 You shall not bind IIPL to any commitment or obligations to third parties (whether in contract, tort or otherwise) without the prior approval of IIPL.



1.6 You shall in the discharge of your duties and in the exercise of your powers, observe, comply and adhere to all such prevailing laws and regulations, policies and procedures as may be applicable to IIPL, from time to time.

1.7 You represent to IIPL that you:

- (a) have the required skills and experience to perform the duties outlined in paragraph 1.2;
 - (b) are mentally and physically fit to perform the duties outlined in paragraph 1.2;
 - (c) are not using any illicit drugs;
 - (d) are not bankrupt;
 - (e) are not party to any agreement or covenant with any third party that may preclude your employment with IIPL;
- and

1.8 You agree to strictly comply with IIPL's HR policy as set out in IIPL's Employee Guide during the course of your employment with IIPL.

1.9 Working in Shift


REGISTRAR


- The normal "regular full-time" work schedule for IIPL is forty (40) working hours, not exceeding forty eight (48) working hours, during each working week.
- Daily and weekly work schedules may be changed from time to time, at the sole discretion of the Company, to meet varying business needs.
- In this regard, an employee is expected to work in any shift in a rotational basis in order to meet the business requirements. This may include working over the weekends / holidays, subject to applicable law.
- All employees are expected to adjust to these changes. Employees will be informed of changes in work schedules as far in advance as possible.
- All benefits contingent to working on shifts are guided by the Shift Allowance policy as described in the Employee Guide.

PART 2. TERM OF EMPLOYMENT

2.1 Once your employment has commenced, it shall continue until terminated as hereinafter provided in Part 12, provided however that Parts 8 and 9, shall remain effective after the termination of employment hereunder.

PART 3. TRANSFERS AND PROMOTIONS

3.1 All transfers and promotions will be considered on an individual basis and in line with IIPL's policy.

3.2 IIPL may, at its discretion, transfer you to any business location of IIPL or its affiliates in accordance with the Employee Guide.

PART 4. REMUNERATION

4.1 For all services rendered by you as an employee of IIPL, you shall be entitled to total remuneration as set forth in Annexure A.

4.2 IIPL reserves the right to deduct from your salary and benefits any sums which you may owe IIPL including, without limitation, any overpayment made to you by IIPL or other deductions authorized or required by law.

4.3 In the event of any alteration of remuneration, being so notified, the alteration shall thereafter have effect as if it were specifically provided for in Annexure A.

4.4 Your remuneration will be reviewed periodically in accordance with the established Company policies.

PART 5. BENEFITS

5.1 IIPL agrees to make available to every employee from the start date, the insurance scheme or insurance cum savings scheme as may be notified by the Government at the rates, stipulated by the Government in the notification either in lump sum every year or in monthly installments as may be prescribed by the Government in the notification from time to time.

PART 6. LEAVE

6.1 You will be eligible to receive the annual leave in each full year (January to December) and pro-rata in any part of a year, in accordance with the Company policy.

6.2 Your leave entitlement shall be pro-rated for the years in which your employment with IIPL begins and terminates.

6.3 IIPL shall comply with regulatory requirements when authorizing leaves of absence for you due to medical conditions, pregnancy, childbirth, civic duties, or personal situations.

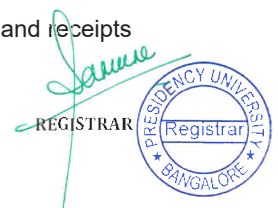
6.4 You shall request approval from your supervisor prior to taking leave.

PART 7. REIMBURSEMENT OF EXPENSES

7.1 IIPL shall reimburse you for all authorized travel and other expenses actually and properly incurred in connection with your duties as an employee of IIPL in accordance with IIPL's travel and entertainment policy.

7.2 You agree to provide any expense information requested by IIPL together with an itemize expense account and receipts showing all monies actually expended under paragraph 7.1.

PART 8. CONFIDENTIAL INFORMATION



8.1 As used herein, the term "Confidential Information" means information disclosed to, used by, developed by, or known to you in the course of your employment with IIPL, which is not generally known by persons outside IIPL's employment including, but not limited to, information pertaining to IIPL's and/or its affiliates' trade secrets, client information, marketing methods or strategies, personnel, sources or methods of financial position, pricing, bid proposal features, methods merchandising, interest rates, sales, customer and vendor lists, Inventions (as defined below), routines, policies and business procedures, including those outlined in IIPL's Employee Guide (if any).

8.2 You acknowledge that you shall have access to and be entrusted with Confidential Information in the course of your employment with IIPL, and that IIPL's business would be irreparably harmed if such Confidential Information were disclosed to, or used by, any persons outside IIPL's employment.

8.3 You acknowledge and agree that the right to maintain the absolute confidentiality of its Confidential Information is a proprietary right, which IIPL is entitled to protect.

8.4 You undertake, covenant and agree that you will not, during the term of your employment with IIPL or at any time thereafter, directly or indirectly, by any means whatsoever, divulge, furnish, provide access to, or use for any purpose other than the purposes authorized by IIPL, any of IIPL's Confidential Information, except if (i) it is required by law or any regulatory or government authority but only after giving reasonable notice to enable IIPL to limit such disclosure to the extent possible under law; (ii) it is considered necessary by you to disclose the Confidential Information to your professional advisers, auditors and bankers provided that he does so on terms protecting the Confidential Information which are at least as stringent as those specified herein; or (iii) IIPL has given its consent in writing in relation to such disclosure.

PART 9. INVENTIONS

9.1 As used herein, "Invention" means and includes any invention, improvement, method, process, advertisement, concept, system, apparatus, design or computer program or software, system or database or copyrights, patents, trademarks and designs (whether registered or unregistered), trade secrets or know how.

9.2 You acknowledge and agree that every Invention which you may, at any time during the term of your employment with IIPL or its affiliates, make, devise, develop or conceive, individually or jointly with others, whether during IIPL's business hours or otherwise, and which relates in any manner to IIPL's business or which may be useful to IIPL in connection with IIPL's business shall belong to, and be the exclusive property of IIPL, and you will make full and prompt disclosure to IIPL of every such Invention.

9.3 You undertake to assign to IIPL, or its nominee, every such Invention and to execute all assignments or other instruments and to do any other things necessary and proper to confirm IIPL's right and title in and to every such Invention. You further undertake to perform all proper acts within your power necessary or desired by IIPL to obtain letters patented in the name of IIPL and at IIPL's expense for every such Invention in whatever countries IIPL may desire, without payment by IIPL to You of any royalty, license fee, price or additional compensation. To the extent that such assignment of the rights in the Inventions from you to the Company is held unenforceable under applicable law for any reason, you agree to irrevocably grant a worldwide, enterprise-wide, perpetual, unlimited right and license in the Inventions, to use modify, improve, interpret, compile, recompile and further assign such rights provided in the Inventions for any purpose of the Company and without identifying or seeking your consent.

9.4 You further agree and acknowledge that even if IIPL does not exercise any of the rights in any of the assigned Inventions for more than a period of 1 (one) year, such assignment of, and license to, the rights in such assigned Inventions will not lapse and such rights will not revert pursuant to Section 19(4) of the Copyright Act, 1957.

9.5 You agree that, all duties and responsibilities provided by you under this Employment Agreement are specially ordered or commissioned by the Company for its sole and exclusive use and shall constitute 'work for hire' at the instance of the Company in accordance with Section 17 (b) Copyrights Act, 1957, as amended from time to time. You will not, during or at any time after the completion, expiry or termination of this Employment Agreement in any way question or dispute the ownership of the Inventions developed, discovered, prepared, created, conceived or reduced to practice by you, either alone or jointly with others, during the course of performance of your duties under this Employment Agreement.

9.6 You may only use the Inventions to perform your duties under this Employment Agreement. You agree not to use the Inventions for your own gain. Further, you agree to not disclose any Inventions to any third party without the express written consent of the Company. To the extent any rights considered as moral rights in any jurisdiction cannot be assigned, you hereby forever waive and agree never to assert any and all moral rights that you may have in the Inventions or in respect to any Invention which you may be entitled under the law or any relevant jurisdiction even after termination of your relationship/employment with the Company and undertake to not initiate any legal proceedings to enforce any such moral rights.

9.7 The obligations contained in Part 9 hereof shall continue beyond the termination of your employment and shall be binding upon your assigns, executors, administrators and other legal representatives.

Registrar
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

PART 10. INJUNCTIVE RELIEF

10.1 You acknowledge and agree that a breach by you of any of the covenants contained in Parts 8 or 9 hereof would result in irreparable harm to IIPL's business such that IIPL could not adequately be compensated for such harm by a damage award. Accordingly, you agree that in the event of any such breach, in addition to all other remedies available to IIPL at law or in equity, IIPL shall be entitled as a matter of right to obtain from a court of competent jurisdiction such relief by way of restraining order, injunction, decree or otherwise as may be appropriate to ensure compliance with the provisions of Parts 8 or 9 herein and you waive any right to object and consents to the issuance of an injunction or interim injunction prohibiting you from breaching any of the provisions hereof.

PART 11. POLICIES AND PROCEDURE MANUAL AND CODE OF CONDUCT

11.1 You agree to comply with and be bound by the provisions of IIPL's Guide and Code of Business Conduct and Ethics.

11.2 It is understood that IIPL maintains or may maintain certain policies, which may relate to the employment of you. You agree to comply with such policies. It is agreed that the introduction and administration of such policies are within the sole discretion of IIPL. IIPL has the sole discretion to revise/amend any such policies and you agree to abide by such revised/amended policies as may/may not be notified to you. If IIPL introduces, amends or deletes such policies as conditions warrant, such introduction, deletion or amendment does not constitute a breach of this Employment Agreement.

PART 12. TERMINATION OF EMPLOYMENT

12.1 Your employment may be terminated at any time by IIPL:

a) without notice or remuneration in lieu thereof at any time:

- i) for just cause;
- ii) if you are convicted of an indictable criminal offense or become bankrupt;
- iii) if you are guilty of any misconduct which in the reasonable opinion of IIPL could injure the reputation or business of IIPL;
- iv) if you, by reason of illness or mental or physical disability or incapacity, are unable to perform your duties under this as an employee of IIPL for any period of sixty (60) consecutive calendar days; or
- v) if you breach any obligation of yours contained in this Annexure B.

b) otherwise, for convenience, upon notice of 60 days prior notice, in writing or with a payment to you in lieu of notice.

12.2 You may terminate your employment with IIPL at any time by providing IIPL with 60 days prior notice in writing to that effect.

12.3 Upon termination of your employment with IIPL for any reason, you agree that all items in possession of you in respect of IIPL's business including all files, manuals, information, Confidential Information, Inventions and documents and all equipment such as motor vehicles, cameras, tape recorders, office equipment, computers and related equipment shall remain the property of IIPL and you shall personally deliver same promptly to IIPL's office. No photostatic copy, duplication or reproduction of any kind whatsoever shall be made of such files, information or documents without the express written consent of IIPL.

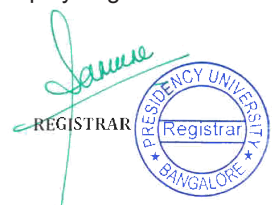
12.4 The payment of the amount required pursuant to sub-paragraph 12.1 (a) if applicable, together with any amounts accrued pursuant to paragraphs 4.1 and 6.1, shall be full and final severance pay and settlement between the parties hereto and the Employee agrees that he will not be entitled to any further compensation or payment of any kind whatsoever.

PART 13. GOVERNING LAW

13.1 This document shall be construed and interpreted in accordance with Indian law and the Courts of Hyderabad shall have exclusive jurisdiction on any matters related thereto.

The terms and conditions as outlined in this Employment Agreement are subject to the terms and conditions of the Employee guide. The guide shall prevail in case of any inconsistency between this Employment Agreement and Employee guide. The Company can change the terms and conditions in the employee guide at any time without notice and the latest employee guide shall prevail over previous sessions.

PART 14. OTHER TERMS



14.1 Non-Disparagement:

a) Upon cessation of your employment with I IPL, you shall refrain from making any adverse written or oral statement or taking any action, directly or indirectly, which you know or reasonably should know to be disparaging, negative or capable of causing harm to the reputation of I IPL or its affiliates, publicly or otherwise, except as allowed or required by law. You shall also refrain from suggesting to anyone that any written or oral statements concerning I IPL or its affiliates, be made which you know or reasonably should know to be disparaging or negative, or from urging or influencing any person to make any such statement.

b) You understand that nothing in this Employment Agreement shall in any way limit or prohibit you from engaging for a lawful purpose in any Protected Activity. For purposes of this Employment Agreement, "Protected Activity" shall mean filing a charge or complaint, or otherwise communicating, cooperating, or participating with any governmental agency or regulatory body, in accordance with applicable laws.

Read and Acknowledged by:

Signature: _____
Darshan S

Date: _____





Annexure C: Sensitive Personal Data or Information (SPDI) Collection Statement

Throughout the course of your employment or service with Invesco India Private Limited ("IIPL"), we may collect certain Sensitive Personal Data or Information ("SPDI") from you.

The purpose of collection of SPDI includes but is not limited to: assessing an individual's qualifications and suitability including state of health for a particular job or task, administering a range of HR processes, provisioning of payroll benefits, record retention process, performance management, staff action on career development, tax-return filing, disclosures as permitted and required by law to assist in regulatory or other investigation or inspection, if any, or internal audit procedure and / or other administrative tasks ("Purposes").

The SPDI that we have collected and may collect from time to time may be used for the Purposes listed above by IIPL and/or may be transferred (whether in or outside of your employing country) to our group, affiliate or associate companies, our third party service providers such as insurers, bankers, administrators and other third party companies engaged in contractual activities on our behalf.

As per IIPL's Employment Data Protection Policy, we reserve the right to retain SPDI of employees, contractors, temporary employees, consultants, interns, trainees, prospective employees or applicants, and former employees when they cease to be employed by us for a period as allowed under applicable laws. Such SPDI may be required for any purposes, residual or ancillary to the above Purposes in relation to a former employee, including, but not limited to; the provision of job references, processing applications for the employment matters relating to retirement benefits and allowing us to fulfill other contractual or statutory obligations. Please note that you have a right to request access to or seek a correction to your SPDI in relation to your employment.

Please visit the intranet for our latest Employment Data Protection Policy should you have any enquiries concerning the SPDI collected, including obtaining copies and/ or seeking any correction. Please note that the Employment Data Protection Policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your acceptance of the Sensitive Personal Data or Information Collection Statement and acknowledge that you have read and agree to the terms of the Employment Data Protection Policy. You have the right to opt-out, in which case, you may contact the Human Resources department

Read and Acknowledged by:

Signature: _____
Darshan S

Date: _____





Annexure D : Notice to Potential Employees
Invesco Limited and its subsidiaries (Invesco)

Invesco, as an investment company, is highly regulated by, and abides by all applicable regulatory requirements of, the Securities and Exchange Commission (SEC). As an individual providing service to Invesco as an employee, you are subject to certain regulations established by the SEC as a condition of providing services to the corporation. This document provides you with an overview of those requirements so you know what to expect in anticipation of working with the organization.

Financial disclosure:

Due to potential access to sensitive information and records, you will be subject to disclosure of your personal investment holdings and trading activity as well as those of your immediate family while working with the company. Disclosure and other requirements may include, but may not be limited to, the following:

- a) Disclosure of direct or indirect beneficial ownership of securities held now or in the future;
- b) Clearance by Invesco before engaging in certain personal securities transactions;
- c) Reporting of certain personal securities transactions to Invesco;
- d) Restrictions on engaging in personal securities transactions or holding securities issued during an initial public offering;
- e) Restrictions on and disclosures regarding personal securities transactions involving the purchase or sale of unregistered or restricted securities;
- f) Restrictions on engaging in personal securities transactions in certain securities during certain periods of time; and
- g) Holding demat and trading accounts with an approved broker only.

IPL's Compliance department will contact you shortly after you begin your assignment regarding disclosure requirements and pre-clearance of personal trades (if applicable).

Compliance with these requirements is a condition to any working relationship with Invesco, but does not guarantee a continued working relationship. All individuals work with Invesco on an at-will basis unless another status is agreed in writing with an authorized Invesco representative. Thank you for your cooperation and efforts toward maintaining Invesco as an organization that demonstrates the highest of ethical standards and behaviors in all of its business responsibilities.

Read and Acknowledged by:

Signature: _____
Darshan S

Date: _____





Annexure E: Transportation

In line with regulatory requirement and prevailing Invesco policy, Invesco provides door to door transport where applicable, for employees.

Employees whose login and log-out falls in between 7pm-7am can opt for company-provided transport facility, provided the following conditions are met:

- (I) Transport service is provided to employees who resides within 30kms radius from IIPL Office location.
- (II) It is intended that the maximum journey time should not be more than 120 minutes (one way). The calculated time is based on normal traffic conditions.

One of the prerequisites to making the Invesco offer was your proximity of residence to the Invesco office location. If you are unable to reside within the radius of Invesco Transport eligibility, during your tenure at IIPL, IIPL shall be entitled to take such necessary steps as may be required including

- (I) Ceasing the transportation facility
- (II) Termination of your employment with Invesco.

You are required to make yourself familiar with the Invesco Transport policy by reading the policy available on Intranet. More details can be obtained by contacting your Facilities Services department. Please note that the Invesco Transport policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your understanding and acceptance of the above.

Read and Acknowledged by:

Signature: _____
Darshan S

Date: _____





Ajay Ratheendran
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED

15th Floor, Block 6, North Tower

Divyasree Orion

SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032

Tel +91 40 674 80000 / Fax 6748 0840

HR.Hyd@invesco.com

CIN# : U72200TG2012PTC078512

March 26, 2021

Dear Ajay Ratheendran

Congratulations! We are pleased to offer you the position of Trainee, NATA for Invesco India Pvt. Ltd. ('I IPL or Invesco') effective July 19, 2021. This position will be located in our office at DivyaSree Orion, Survey No. 66/1, Ranga Reddy District, Hyderabad 500 032. People are the foundation of our success and we believe you possess the experience, capability and talent to help us further build our organization into one of the preeminent leaders in the investment community. Speaking not only for myself, but for my colleagues as well, we look forward to the opportunity of working with you to achieve our collective objectives.

The terms and conditions of your employment with I IPL are set forth below, which, together with Annexure A (Compensation), Annexure B (Additional Terms and Conditions of Employment), Annexure C (Sensitive Personal Data or Information Collection Statement), Annexure D (Notice) and Annexure E attachment hereto and incorporated herein, shall constitute the entire agreement between you and I IPL regarding your employment with I IPL (collectively, the "Agreement"). If the terms and conditions of the Agreement meet with your approval, please evidence your acceptance of such by signing where indicated below. The terms of this offer letter, Annexure A, Annexure B, Annexure C, Annexure D, and Annexure E are collectively referred to as "Employment Agreement".

This offer and your services are contingent upon the satisfactory background investigations including employment history. Any personal references and any negative report received by the Company from any person including your existing or earlier employer shall be solely for the Company's use and confidential, and you undertake not to request for a copy thereof or base a claim of any nature against any person including the Company with regard to such report or satisfaction reached by the Company. At your request, we understand that no background check with your present employer will be initiated by us prior to expiry of 7 days of your accepting the offer letter.

Compensation

Annual CTC

You will receive an annual CTC of Rs 3,30,000 . For further details, please refer to Annexure A hereof.

Discretionary Bonus Program

In addition, you will be eligible for Invesco's annual discretionary bonus program. Your target bonus range will be between 0% – 10% of your annual CTC. Your actual bonus award will be based upon company and individual performance and subject to applicable policies of company from time to time. Any incentive or performance bonus paid by the Company to the employee shall be inclusive of the statutory annual bonus, if, where and when, the same may become payable by the Company to the employee.

Relocation Expenses:

Domestic Relocation (e.g., within India only) expense will be reimbursed if you are relocating from a location that is more than 150 Kms away from Invesco Office Location. This is a onetime payment at the time of hiring and you must provide Invesco with documentation acceptable to Invesco documenting the relocation expense. Relocation allowance must be repaid to Invesco within 30 days should your employment with Invesco be terminated for any reason, save for death, permanent disability or involuntary reduction in force within twelve months from your actual start date with Invesco. Such repayment may be made by Invesco

REGISTRAR



deducting relocation amounts from your final paycheck. Below are the details on relocation:

Level / Title	Eligible Amount
Trainee	INR 2,50,000

Note: You can utilize the allocated relocation budget against any of below Service stack (Travel, Transit Stay, Movement of Goods, Miscellaneous Expenses, Brokerage Charges, Bike/ Car Movement, Bike/ Car registration and Local Travel). However, the reimbursement amount should be within the overall relocation budget. All the reimbursement will be paid on the actuals. You must submit dully filled and signed reimbursement form along with original bill containing Vendor GST Number and payments receipts for availing the reimbursement.

Please refer the attached relocation guide for more details

Miscellaneous

Annual Leave

Your annual leave will be communicated to you separately and will not be less than 30 working days in each full year and pro-rata in any part of a year.

Leave encashment would be paid as per the prevailing policy of I IPL at the time of your cessation of employment. The annual leave policy, carry over policy and leave encashment policy can be amended by I IPL at its sole discretion from time to time.

Termination

Your employment may be terminated in accordance with the terms and conditions of Part 12 of Annexure B hereto.
Ajay Ratheendran, we are excited to welcome you to Invesco!

Sincerely,



Mamata Vegunta
Director of HR- Hyderabad

Offer Confirmation and Acceptance

If you are agreeable to the above terms and all terms and conditions as described in the Annexures to this document and Invesco (India) Private Limited Employee Guide, please sign this letter and return to Gayathri Santhoshi (at Santhoshi.Gayithri@invesco.com) by March 29, 2021. Please be sure to retain a copy of this letter for your records.

In the event you fail to provide your acceptance of this offer by March 29, 2021, this offer shall stand rescinded.

Read and Acknowledged by:

Signature: _____
Ajay Ratheendran

Date: _____

Start Date: _____



REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE



Ajay Ratheendran
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED
15th Floor, Block 6, North Tower
Divyasree Orion
SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032
Tel +91 40 674 80000 / Fax 6748 0840
HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

Annexure A: Compensation Details

March 26, 2021

Name: Ajay Ratheendran
Job Title: Trainee, NATA

	Annual Compensation (Rupees.)
Basic Salary	99,000
Bonus/ex-gratia	12,000
Special Allowance (Flexible Plan)	1,92,648
Company contribution to Provident Fund	21,600
Gratuity as per Gratuity Act	4,752
Total CTC	3,30,000

Sincerely,

Mamata Vegunta
Director of HR- Hyderabad


REGISTRAR




Ajay Ratheendran
Presidency University
Bengaluru 560064

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Tel +91 40 674 80000 / Fax 6748 0840
HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

Annexure B: Additional Terms and Conditions of Employment:

PART 1. EMPLOYMENT AND DUTIES

1.1 You shall perform such duties, assume such responsibilities and carry out such instructions or policies as may be assigned by IIPL from time to time.

1.2 You shall at all times faithfully, diligently and to the best of your abilities perform all duties that may be required of you, and shall devote the whole of your working time, skill, experience, knowledge, labor, energy and attention exclusively to those duties and to the business and affairs of IIPL.

1.3 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you shall not, without first having obtained the written permission of IIPL, either as partner, officer, advisor, consultant, agent, employee, office bearer, contractor or otherwise, (i) be involved or become involved while this Employment Agreement is in effect or engage in any other activities that may conflict with your obligations to the Company; and (ii) carry on, own, manage, operate, join, assist, enable, have an interest in, control or otherwise engage or participate in a business similar to that of the Company or be connected (as a majority shareholder, director, officer, employee, partner, representative, lender, guarantor, distributor or advisor of, or consultant to or otherwise) in any business/ business entity which directly or indirectly is engaged in the business of the Company.

1.4 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you will not, either on your own or on behalf of any other person, firm or IIPL canvass, solicit, attempt to solicit or entice any of IIPL's customers, vendors, clients or any other employee working in IIPL.

1.5 You shall not bind IIPL to any commitment or obligations to third parties (whether in contract, tort or otherwise) without the prior approval of IIPL.



1.6 You shall in the discharge of your duties and in the exercise of your powers, observe, comply and adhere to all such prevailing laws and regulations, policies and procedures as may be applicable to IIPL, from time to time.

1.7 You represent to IIPL that you:

- (a) have the required skills and experience to perform the duties outlined in paragraph 1.2;
 - (b) are mentally and physically fit to perform the duties outlined in paragraph 1.2;
 - (c) are not using any illicit drugs;
 - (d) are not bankrupt;
 - (e) are not party to any agreement or covenant with any third party that may preclude your employment with IIPL;
- and

1.8 You agree to strictly comply with IIPL's HR policy as set out in IIPL's Employee Guide during the course of your employment with IIPL.

1.9 Working in Shift


REGISTRAR


- The normal "regular full-time" work schedule for IIPL is forty (40) working hours, not exceeding forty eight (48) working hours, during each working week.
- Daily and weekly work schedules may be changed from time to time, at the sole discretion of the Company, to meet varying business needs.
- In this regard, an employee is expected to work in any shift in a rotational basis in order to meet the business requirements. This may include working over the weekends / holidays, subject to applicable law.
- All employees are expected to adjust to these changes. Employees will be informed of changes in work schedules as far in advance as possible.
- All benefits contingent to working on shifts are guided by the Shift Allowance policy as described in the Employee Guide.

PART 2. TERM OF EMPLOYMENT

2.1 Once your employment has commenced, it shall continue until terminated as hereinafter provided in Part 12, provided however that Parts 8 and 9, shall remain effective after the termination of employment hereunder.

PART 3. TRANSFERS AND PROMOTIONS

3.1 All transfers and promotions will be considered on an individual basis and in line with IIPL's policy.

3.2 IIPL may, at its discretion, transfer you to any business location of IIPL or its affiliates in accordance with the Employee Guide.

PART 4. REMUNERATION

4.1 For all services rendered by you as an employee of IIPL, you shall be entitled to total remuneration as set forth in Annexure A.

4.2 IIPL reserves the right to deduct from your salary and benefits any sums which you may owe IIPL including, without limitation, any overpayment made to you by IIPL or other deductions authorized or required by law.

4.3 In the event of any alteration of remuneration, being so notified, the alteration shall thereafter have effect as if it were specifically provided for in Annexure A.

4.4 Your remuneration will be reviewed periodically in accordance with the established Company policies.

PART 5. BENEFITS

5.1 IIPL agrees to make available to every employee from the start date, the insurance scheme or insurance cum savings scheme as may be notified by the Government at the rates, stipulated by the Government in the notification either in lump sum every year or in monthly installments as may be prescribed by the Government in the notification from time to time.

PART 6. LEAVE

6.1 You will be eligible to receive the annual leave in each full year (January to December) and pro-rata in any part of a year, in accordance with the Company policy.

6.2 Your leave entitlement shall be pro-rated for the years in which your employment with IIPL begins and terminates.

6.3 IIPL shall comply with regulatory requirements when authorizing leaves of absence for you due to medical conditions, pregnancy, childbirth, civic duties, or personal situations.


6.4 You shall request approval from your supervisor prior to taking leave.

PART 7. REIMBURSEMENT OF EXPENSES

7.1 IIPL shall reimburse you for all authorized travel and other expenses actually and properly incurred in connection with your duties as an employee of IIPL in accordance with IIPL's travel and entertainment policy.

7.2 You agree to provide any expense information requested by IIPL together with an itemize expense account and receipts showing all monies actually expended under paragraph 7.1.

PART 8. CONFIDENTIAL INFORMATION

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8.1 As used herein, the term "Confidential Information" means information disclosed to, used by, developed by, or known to you in the course of your employment with IIPL, which is not generally known by persons outside IIPL's employment including, but not limited to, information pertaining to IIPL's and/or its affiliates' trade secrets, client information, marketing methods or strategies, personnel, sources or methods of financial position, pricing, bid proposal features, methods merchandising, interest rates, sales, customer and vendor lists, Inventions (as defined below), routines, policies and business procedures, including those outlined in IIPL's Employee Guide (if any).

8.2 You acknowledge that you shall have access to and be entrusted with Confidential Information in the course of your employment with IIPL, and that IIPL's business would be irreparably harmed if such Confidential Information were disclosed to, or used by, any persons outside IIPL's employment.

8.3 You acknowledge and agree that the right to maintain the absolute confidentiality of its Confidential Information is a proprietary right, which IIPL is entitled to protect.

8.4 You undertake, covenant and agree that you will not, during the term of your employment with IIPL or at any time thereafter, directly or indirectly, by any means whatsoever, divulge, furnish, provide access to, or use for any purpose other than the purposes authorized by IIPL, any of IIPL's Confidential Information, except if (i) it is required by law or any regulatory or government authority but only after giving reasonable notice to enable IIPL to limit such disclosure to the extent possible under law; (ii) it is considered necessary by you to disclose the Confidential Information to your professional advisers, auditors and bankers provided that he does so on terms protecting the Confidential Information which are at least as stringent as those specified herein; or (iii) IIPL has given its consent in writing in relation to such disclosure.

PART 9. INVENTIONS

9.1 As used herein, "Invention" means and includes any invention, improvement, method, process, advertisement, concept, system, apparatus, design or computer program or software, system or database or copyrights, patents, trademarks and designs (whether registered or unregistered), trade secrets or know how.

9.2 You acknowledge and agree that every Invention which you may, at any time during the term of your employment with IIPL or its affiliates, make, devise, develop or conceive, individually or jointly with others, whether during IIPL's business hours or otherwise, and which relates in any manner to IIPL's business or which may be useful to IIPL in connection with IIPL's business shall belong to, and be the exclusive property of IIPL, and you will make full and prompt disclosure to IIPL of every such Invention.

9.3 You undertake to assign to IIPL, or its nominee, every such Invention and to execute all assignments or other instruments and to do any other things necessary and proper to confirm IIPL's right and title in and to every such Invention. You further undertake to perform all proper acts within your power necessary or desired by IIPL to obtain letters patented in the name of IIPL and at IIPL's expense for every such Invention in whatever countries IIPL may desire, without payment by IIPL to You of any royalty, license fee, price or additional compensation. To the extent that such assignment of the rights in the Inventions from you to the Company is held unenforceable under applicable law for any reason, you agree to irrevocably grant a worldwide, enterprise-wide, perpetual, unlimited right and license in the Inventions, to use modify, improve, interpret, compile, recompile and further assign such rights provided in the Inventions for any purpose of the Company and without identifying or seeking your consent.

9.4 You further agree and acknowledge that even if IIPL does not exercise any of the rights in any of the assigned Inventions for more than a period of 1 (one) year, such assignment of, and license to, the rights in such assigned Inventions will not lapse and such rights will not revert pursuant to Section 19(4) of the Copyright Act, 1957.

9.5 You agree that, all duties and responsibilities provided by you under this Employment Agreement are specially ordered or commissioned by the Company for its sole and exclusive use and shall constitute 'work for hire' at the instance of the Company in accordance with Section 17 (b) Copyrights Act, 1957, as amended from time to time. You will not, during or at any time after the completion, expiry or termination of this Employment Agreement in any way question or dispute the ownership of the Inventions developed, discovered, prepared, created, conceived or reduced to practice by you, either alone or jointly with others, during the course of performance of your duties under this Employment Agreement.

9.6 You may only use the Inventions to perform your duties under this Employment Agreement. You agree not to use the Inventions for your own gain. Further, you agree to not disclose any Inventions to any third party without the express written consent of the Company. To the extent any rights considered as moral rights in any jurisdiction cannot be assigned, you hereby forever waive and agree never to assert any and all moral rights that you may have in the Inventions or in respect to any Invention which you may be entitled under the law or any relevant jurisdiction even after termination of your relationship/employment with the Company and undertake to not initiate any legal proceedings to enforce any such moral rights.

9.7 The obligations contained in Part 9 hereof shall continue beyond the termination of your employment and shall be binding upon your assigns, executors, administrators and other legal representatives.

Registrar
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

PART 10. INJUNCTIVE RELIEF

10.1 You acknowledge and agree that a breach by you of any of the covenants contained in Parts 8 or 9 hereof would result in irreparable harm to IIPL's business such that IIPL could not adequately be compensated for such harm by a damage award. Accordingly, you agree that in the event of any such breach, in addition to all other remedies available to IIPL at law or in equity, IIPL shall be entitled as a matter of right to obtain from a court of competent jurisdiction such relief by way of restraining order, injunction, decree or otherwise as may be appropriate to ensure compliance with the provisions of Parts 8 or 9 herein and you waive any right to object and consents to the issuance of an injunction or interim injunction prohibiting you from breaching any of the provisions hereof.

PART 11. POLICIES AND PROCEDURE MANUAL AND CODE OF CONDUCT

11.1 You agree to comply with and be bound by the provisions of IIPL's Guide and Code of Business Conduct and Ethics.

11.2 It is understood that IIPL maintains or may maintain certain policies, which may relate to the employment of you. You agree to comply with such policies. It is agreed that the introduction and administration of such policies are within the sole discretion of IIPL. IIPL has the sole discretion to revise/amend any such policies and you agree to abide by such revised/amended policies as may/may not be notified to you. If IIPL introduces, amends or deletes such policies as conditions warrant, such introduction, deletion or amendment does not constitute a breach of this Employment Agreement.

PART 12. TERMINATION OF EMPLOYMENT

12.1 Your employment may be terminated at any time by IIPL:

a) without notice or remuneration in lieu thereof at any time:

- i) for just cause;
- ii) if you are convicted of an indictable criminal offense or become bankrupt;
- iii) if you are guilty of any misconduct which in the reasonable opinion of IIPL could injure the reputation or business of IIPL;
- iv) if you, by reason of illness or mental or physical disability or incapacity, are unable to perform your duties under this as an employee of IIPL for any period of sixty (60) consecutive calendar days; or
- v) if you breach any obligation of yours contained in this Annexure B.

b) otherwise, for convenience, upon notice of 60 days prior notice, in writing or with a payment to you in lieu of notice.

12.2 You may terminate your employment with IIPL at any time by providing IIPL with 60 days prior notice in writing to that effect.

12.3 Upon termination of your employment with IIPL for any reason, you agree that all items in possession of you in respect of IIPL's business including all files, manuals, information, Confidential Information, Inventions and documents and all equipment such as motor vehicles, cameras, tape recorders, office equipment, computers and related equipment shall remain the property of IIPL and you shall personally deliver same promptly to IIPL's office. No photostatic copy, duplication or reproduction of any kind whatsoever shall be made of such files, information or documents without the express written consent of IIPL.

12.4 The payment of the amount required pursuant to sub-paragraph 12.1 (a) if applicable, together with any amounts accrued pursuant to paragraphs 4.1 and 6.1, shall be full and final severance pay and settlement between the parties hereto and the Employee agrees that he will not be entitled to any further compensation or payment of any kind whatsoever.

PART 13. GOVERNING LAW

13.1 This document shall be construed and interpreted in accordance with Indian law and the Courts of Hyderabad shall have exclusive jurisdiction on any matters related thereto.

The terms and conditions as outlined in this Employment Agreement are subject to the terms and conditions of the Employee guide. The guide shall prevail in case of any inconsistency between this Employment Agreement and Employee guide. The Company can change the terms and conditions in the employee guide at any time without notice and the latest employee guide shall prevail over previous sessions.

PART 14. OTHER TERMS



14.1 Non-Disparagement:

a) Upon cessation of your employment with IIPL, you shall refrain from making any adverse written or oral statement or taking any action, directly or indirectly, which you know or reasonably should know to be disparaging, negative or capable of causing harm to the reputation of IIPL or its affiliates, publicly or otherwise, except as allowed or required by law. You shall also refrain from suggesting to anyone that any written or oral statements concerning IIPL or its affiliates, be made which you know or reasonably should know to be disparaging or negative, or from urging or influencing any person to make any such statement.

b) You understand that nothing in this Employment Agreement shall in any way limit or prohibit you from engaging for a lawful purpose in any Protected Activity. For purposes of this Employment Agreement, "Protected Activity" shall mean filing a charge or complaint, or otherwise communicating, cooperating, or participating with any governmental agency or regulatory body, in accordance with applicable laws.

Read and Acknowledged by:

Signature: _____
Ajay Ratheendran

Date: _____





Annexure C: Sensitive Personal Data or Information (SPDI) Collection Statement

Throughout the course of your employment or service with Invesco India Private Limited ("IIPL"), we may collect certain Sensitive Personal Data or Information ("SPDI") from you.

The purpose of collection of SPDI includes but is not limited to: assessing an individual's qualifications and suitability including state of health for a particular job or task, administering a range of HR processes, provisioning of payroll benefits, record retention process, performance management, staff action on career development, tax-return filing, disclosures as permitted and required by law to assist in regulatory or other investigation or inspection, if any, or internal audit procedure and / or other administrative tasks ("Purposes").

The SPDI that we have collected and may collect from time to time may be used for the Purposes listed above by IIPL and/or may be transferred (whether in or outside of your employing country) to our group, affiliate or associate companies, our third party service providers such as insurers, bankers, administrators and other third party companies engaged in contractual activities on our behalf.

As per IIPL's Employment Data Protection Policy, we reserve the right to retain SPDI of employees, contractors, temporary employees, consultants, interns, trainees, prospective employees or applicants, and former employees when they cease to be employed by us for a period as allowed under applicable laws. Such SPDI may be required for any purposes, residual or ancillary to the above Purposes in relation to a former employee, including, but not limited to; the provision of job references, processing applications for the employment matters relating to retirement benefits and allowing us to fulfill other contractual or statutory obligations. Please note that you have a right to request access to or seek a correction to your SPDI in relation to your employment.

Please visit the intranet for our latest Employment Data Protection Policy should you have any enquiries concerning the SPDI collected, including obtaining copies and/ or seeking any correction. Please note that the Employment Data Protection Policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your acceptance of the Sensitive Personal Data or Information Collection Statement and acknowledge that you have read and agree to the terms of the Employment Data Protection Policy. You have the right to opt-out, in which case, you may contact the Human Resources department

Read and Acknowledged by:

Signature: _____
Ajay Ratheendran

Date: _____





Annexure D : Notice to Potential Employees
Invesco Limited and its subsidiaries (Invesco)

Invesco, as an investment company, is highly regulated by, and abides by all applicable regulatory requirements of, the Securities and Exchange Commission (SEC). As an individual providing service to Invesco as an employee, you are subject to certain regulations established by the SEC as a condition of providing services to the corporation. This document provides you with an overview of those requirements so you know what to expect in anticipation of working with the organization.

Financial disclosure:

Due to potential access to sensitive information and records, you will be subject to disclosure of your personal investment holdings and trading activity as well as those of your immediate family while working with the company. Disclosure and other requirements may include, but may not be limited to, the following:

- a) Disclosure of direct or indirect beneficial ownership of securities held now or in the future;
- b) Clearance by Invesco before engaging in certain personal securities transactions;
- c) Reporting of certain personal securities transactions to Invesco;
- d) Restrictions on engaging in personal securities transactions or holding securities issued during an initial public offering;
- e) Restrictions on and disclosures regarding personal securities transactions involving the purchase or sale of unregistered or restricted securities;
- f) Restrictions on engaging in personal securities transactions in certain securities during certain periods of time; and
- g) Holding demat and trading accounts with an approved broker only.

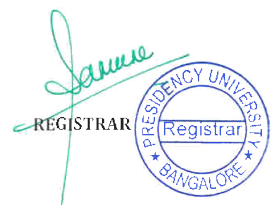
IPL's Compliance department will contact you shortly after you begin your assignment regarding disclosure requirements and pre-clearance of personal trades (if applicable).

Compliance with these requirements is a condition to any working relationship with Invesco, but does not guarantee a continued working relationship. All individuals work with Invesco on an at-will basis unless another status is agreed in writing with an authorized Invesco representative. Thank you for your cooperation and efforts toward maintaining Invesco as an organization that demonstrates the highest of ethical standards and behaviors in all of its business responsibilities.

Read and Acknowledged by:

Signature: _____
Ajay Ratheendran

Date: _____





Annexure E: Transportation

In line with regulatory requirement and prevailing Invesco policy, Invesco provides door to door transport where applicable, for employees.

Employees whose login and log-out falls in between 7pm-7am can opt for company-provided transport facility, provided the following conditions are met:

- (I) Transport service is provided to employees who resides within 30kms radius from IIPL Office location.
- (II) It is intended that the maximum journey time should not be more than 120 minutes (one way). The calculated time is based on normal traffic conditions.

One of the prerequisites to making the Invesco offer was your proximity of residence to the Invesco office location. If you are unable to reside within the radius of Invesco Transport eligibility, during your tenure at IIPL, IIPL shall be entitled to take such necessary steps as may be required including

- (I) Ceasing the transportation facility
- (II) Termination of your employment with Invesco.

You are required to make yourself familiar with the Invesco Transport policy by reading the policy available on Intranet. More details can be obtained by contacting your Facilities Services department. Please note that the Invesco Transport policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your understanding and acceptance of the above.

Read and Acknowledged by:

Signature: _____
Ajay Ratheendran

Date: _____





Abhiram A S
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED
15th Floor, Block 6, North Tower
Divyasree Orion
SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032
Tel +91 40 674 80000 / Fax 6748 0840
HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

March 26, 2021

Dear Abhiram A S

Congratulations! We are pleased to offer you the position of Trainee, NATA for Invesco India Pvt. Ltd. ('I IPL or Invesco') effective July 19, 2021. This position will be located in our office at DivyaSree Orion, Survey No. 66/1, Ranga Reddy District, Hyderabad 500 032. People are the foundation of our success and we believe you possess the experience, capability and talent to help us further build our organization into one of the preeminent leaders in the investment community. Speaking not only for myself, but for my colleagues as well, we look forward to the opportunity of working with you to achieve our collective objectives.

The terms and conditions of your employment with I IPL are set forth below, which, together with Annexure A (Compensation), Annexure B (Additional Terms and Conditions of Employment), Annexure C (Sensitive Personal Data or Information Collection Statement), Annexure D (Notice) and Annexure E attachment hereto and incorporated herein, shall constitute the entire agreement between you and I IPL regarding your employment with I IPL (collectively, the "Agreement"). If the terms and conditions of the Agreement meet with your approval, please evidence your acceptance of such by signing where indicated below. The terms of this offer letter, Annexure A, Annexure B, Annexure C, Annexure D, and Annexure E are collectively referred to as "Employment Agreement".

This offer and your services are contingent upon the satisfactory background investigations including employment history. Any personal references and any negative report received by the Company from any person including your existing or earlier employer shall be solely for the Company's use and confidential, and you undertake not to request for a copy thereof or base a claim of any nature against any person including the Company with regard to such report or satisfaction reached by the Company. At your request, we understand that no background check with your present employer will be initiated by us prior to expiry of 7 days of your accepting the offer letter.

Compensation

Annual CTC

You will receive an annual CTC of Rs 3,30,000 . For further details, please refer to Annexure A hereof.

Discretionary Bonus Program

In addition, you will be eligible for Invesco's annual discretionary bonus program. Your target bonus range will be between 0% – 10% of your annual CTC. Your actual bonus award will be based upon company and individual performance and subject to applicable policies of company from time to time. Any incentive or performance bonus paid by the Company to the employee shall be inclusive of the statutory annual bonus, if, where and when, the same may become payable by the Company to the employee.

Relocation Expenses:

Domestic Relocation (e.g., within India only) expense will be reimbursed if you are relocating from a location that is more than 150 Kms away from Invesco Office Location. This is a onetime payment at the time of hiring and you must provide Invesco with documentation acceptable to Invesco documenting the relocation expense. Relocation allowance must be repaid to Invesco within 30 days should your employment with Invesco be terminated for any reason, save for death, permanent disability or involuntary reduction in force within twelve months from your actual start date with Invesco. Such repayment may be made by Invesco



deducting relocation amounts from your final paycheck. Below are the details on relocation:

Level / Title	Eligible Amount
Trainee	INR 2,50,000

Note: You can utilize the allocated relocation budget against any of below Service stack (Travel, Transit Stay, Movement of Goods, Miscellaneous Expenses, Brokerage Charges, Bike/ Car Movement, Bike/ Car registration and Local Travel). However, the reimbursement amount should be within the overall relocation budget. All the reimbursement will be paid on the actuals. You must submit dully filled and signed reimbursement form along with original bill containing Vendor GST Number and payments receipts for availing the reimbursement.

Please refer the attached relocation guide for more details

Miscellaneous

Annual Leave

Your annual leave will be communicated to you separately and will not be less than 30 working days in each full year and pro-rata in any part of a year.

Leave encashment would be paid as per the prevailing policy of I IPL at the time of your cessation of employment. The annual leave policy, carry over policy and leave encashment policy can be amended by I IPL at its sole discretion from time to time.

Termination

Your employment may be terminated in accordance with the terms and conditions of Part 12 of Annexure B hereto.
Abhiram A S, we are excited to welcome you to Invesco!

Sincerely,



Mamata Vegunta
Director of HR- Hyderabad

Offer Confirmation and Acceptance

If you are agreeable to the above terms and all terms and conditions as described in the Annexures to this document and Invesco (India) Private Limited Employee Guide, please sign this letter and return to Gayathri Santhoshi (at Santhoshi.Gayithri@invesco.com) by March 29, 2021. Please be sure to retain a copy of this letter for your records.



In the event you fail to provide your acceptance of this offer by March 29, 2021, this offer shall stand rescinded.

Read and Acknowledged by:

Signature: _____
Abhiram A S

Date: _____

Start Date: _____


REGISTRAR




Abhiram A S
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED
15th Floor, Block 6, North Tower
Divyasree Orion
SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032
Tel +91 40 674 80000 / Fax 6748 0840
HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

Annexure A: Compensation Details

March 26, 2021

Name: Abhiram A S
Job Title: Trainee, NATA

	Annual Compensation (Rupees.)
Basic Salary	99,000
Bonus/ex-gratia	12,000
Special Allowance (Flexible Plan)	1,92,648
Company contribution to Provident Fund	21,600
Gratuity as per Gratuity Act	4,752
Total CTC	3,30,000

Sincerely,

Mamata Vegunta
Director of HR- Hyderabad


REGISTRAR




Abhiram A S
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED

15th Floor, Block 6, North Tower

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SEZ, Raidurgam, Serilingampally,
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Tel +91 40 674 80000 / Fax 6748 0840

HR.Hyd@invesco.com

CIN# : U72200TG2012PTC078512

Annexure B: Additional Terms and Conditions of Employment:

PART 1. EMPLOYMENT AND DUTIES

1.1 You shall perform such duties, assume such responsibilities and carry out such instructions or policies as may be assigned by IIPL from time to time.

1.2 You shall at all times faithfully, diligently and to the best of your abilities perform all duties that may be required of you, and shall devote the whole of your working time, skill, experience, knowledge, labor, energy and attention exclusively to those duties and to the business and affairs of IIPL.

1.3 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you shall not, without first having obtained the written permission of IIPL, either as partner, officer, advisor, consultant, agent, employee, office bearer, contractor or otherwise, (i) be involved or become involved while this Employment Agreement is in effect or engage in any other activities that may conflict with your obligations to the Company; and (ii) carry on, own, manage, operate, join, assist, enable, have an interest in, control or otherwise engage or participate in a business similar to that of the Company or be connected (as a majority shareholder, director, officer, employee, partner, representative, lender, guarantor, distributor or advisor of, or consultant to or otherwise) in any business/ business entity which directly or indirectly is engaged in the business of the Company.

1.4 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you will not, either on your own or on behalf of any other person, firm or IIPL canvass, solicit, attempt to solicit or entice any of IIPL's customers, vendors, clients or any other employee working in IIPL.

1.5 You shall not bind IIPL to any commitment or obligations to third parties (whether in contract, tort or otherwise) without the prior approval of IIPL.

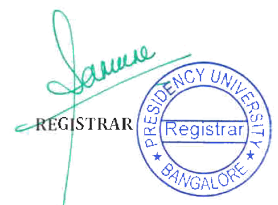
1.6 You shall in the discharge of your duties and in the exercise of your powers, observe, comply and adhere to all such prevailing laws and regulations, policies and procedures as may be applicable to IIPL, from time to time.

1.7 You represent to IIPL that you:

- (a) have the required skills and experience to perform the duties outlined in paragraph 1.2;
 - (b) are mentally and physically fit to perform the duties outlined in paragraph 1.2;
 - (c) are not using any illicit drugs;
 - (d) are not bankrupt;
 - (e) are not party to any agreement or covenant with any third party that may preclude your employment with IIPL;
- and

1.8 You agree to strictly comply with IIPL's HR policy as set out in IIPL's Employee Guide during the course of your employment with IIPL.

1.9 Working in Shift



- The normal "regular full-time" work schedule for IIPL is forty (40) working hours, not exceeding forty eight (48) working hours, during each working week.
- Daily and weekly work schedules may be changed from time to time, at the sole discretion of the Company, to meet varying business needs.
- In this regard, an employee is expected to work in any shift in a rotational basis in order to meet the business requirements. This may include working over the weekends / holidays, subject to applicable law.
- All employees are expected to adjust to these changes. Employees will be informed of changes in work schedules as far in advance as possible.
- All benefits contingent to working on shifts are guided by the Shift Allowance policy as described in the Employee Guide.

PART 2. TERM OF EMPLOYMENT

2.1 Once your employment has commenced, it shall continue until terminated as hereinafter provided in Part 12, provided however that Parts 8 and 9, shall remain effective after the termination of employment hereunder.

PART 3. TRANSFERS AND PROMOTIONS

3.1 All transfers and promotions will be considered on an individual basis and in line with IIPL's policy.

3.2 IIPL may, at its discretion, transfer you to any business location of IIPL or its affiliates in accordance with the Employee Guide.

PART 4. REMUNERATION

4.1 For all services rendered by you as an employee of IIPL, you shall be entitled to total remuneration as set forth in Annexure A.

4.2 IIPL reserves the right to deduct from your salary and benefits any sums which you may owe IIPL including, without limitation, any overpayment made to you by IIPL or other deductions authorized or required by law.

4.3 In the event of any alteration of remuneration, being so notified, the alteration shall thereafter have effect as if it were specifically provided for in Annexure A.

4.4 Your remuneration will be reviewed periodically in accordance with the established Company policies.

PART 5. BENEFITS

5.1 IIPL agrees to make available to every employee from the start date, the insurance scheme or insurance cum savings scheme as may be notified by the Government at the rates, stipulated by the Government in the notification either in lump sum every year or in monthly installments as may be prescribed by the Government in the notification from time to time.

PART 6. LEAVE

6.1 You will be eligible to receive the annual leave in each full year (January to December) and pro-rata in any part of a year, in accordance with the Company policy.

6.2 Your leave entitlement shall be pro-rated for the years in which your employment with IIPL begins and terminates.

6.3 IIPL shall comply with regulatory requirements when authorizing leaves of absence for you due to medical conditions, pregnancy, childbirth, civic duties, or personal situations.


6.4 You shall request approval from your supervisor prior to taking leave.

PART 7. REIMBURSEMENT OF EXPENSES

7.1 IIPL shall reimburse you for all authorized travel and other expenses actually and properly incurred in connection with your duties as an employee of IIPL in accordance with IIPL's travel and entertainment policy.

7.2 You agree to provide any expense information requested by IIPL together with an itemize expense account and receipts showing all monies actually expended under paragraph 7.1.

PART 8. CONFIDENTIAL INFORMATION

Seema
REGISTRAR


8.1 As used herein, the term "Confidential Information" means information disclosed to, used by, developed by, or known to you in the course of your employment with IIPL, which is not generally known by persons outside IIPL's employment including, but not limited to, information pertaining to IIPL's and/or its affiliates' trade secrets, client information, marketing methods or strategies, personnel, sources or methods of financial position, pricing, bid proposal features, methods merchandising, interest rates, sales, customer and vendor lists, Inventions (as defined below), routines, policies and business procedures, including those outlined in IIPL's Employee Guide (if any).

8.2 You acknowledge that you shall have access to and be entrusted with Confidential Information in the course of your employment with IIPL, and that IIPL's business would be irreparably harmed if such Confidential Information were disclosed to, or used by, any persons outside IIPL's employment.

8.3 You acknowledge and agree that the right to maintain the absolute confidentiality of its Confidential Information is a proprietary right, which IIPL is entitled to protect.

8.4 You undertake, covenant and agree that you will not, during the term of your employment with IIPL or at any time thereafter, directly or indirectly, by any means whatsoever, divulge, furnish, provide access to, or use for any purpose other than the purposes authorized by IIPL, any of IIPL's Confidential Information, except if (i) it is required by law or any regulatory or government authority but only after giving reasonable notice to enable IIPL to limit such disclosure to the extent possible under law; (ii) it is considered necessary by you to disclose the Confidential Information to your professional advisers, auditors and bankers provided that he does so on terms protecting the Confidential Information which are at least as stringent as those specified herein; or (iii) IIPL has given its consent in writing in relation to such disclosure.

PART 9. INVENTIONS

9.1 As used herein, "Invention" means and includes any invention, improvement, method, process, advertisement, concept, system, apparatus, design or computer program or software, system or database or copyrights, patents, trademarks and designs (whether registered or unregistered), trade secrets or know how.

9.2 You acknowledge and agree that every Invention which you may, at any time during the term of your employment with IIPL or its affiliates, make, devise, develop or conceive, individually or jointly with others, whether during IIPL's business hours or otherwise, and which relates in any manner to IIPL's business or which may be useful to IIPL in connection with IIPL's business shall belong to, and be the exclusive property of IIPL, and you will make full and prompt disclosure to IIPL of every such Invention.

9.3 You undertake to assign to IIPL, or its nominee, every such Invention and to execute all assignments or other instruments and to do any other things necessary and proper to confirm IIPL's right and title in and to every such Invention. You further undertake to perform all proper acts within your power necessary or desired by IIPL to obtain letters patented in the name of IIPL and at IIPL's expense for every such Invention in whatever countries IIPL may desire, without payment by IIPL to You of any royalty, license fee, price or additional compensation. To the extent that such assignment of the rights in the Inventions from you to the Company is held unenforceable under applicable law for any reason, you agree to irrevocably grant a worldwide, enterprise-wide, perpetual, unlimited right and license in the Inventions, to use modify, improve, interpret, compile, recompile and further assign such rights provided in the Inventions for any purpose of the Company and without identifying or seeking your consent.

9.4 You further agree and acknowledge that even if IIPL does not exercise any of the rights in any of the assigned Inventions for more than a period of 1 (one) year, such assignment of, and license to, the rights in such assigned Inventions will not lapse and such rights will not revert pursuant to Section 19(4) of the Copyright Act, 1957.

9.5 You agree that, all duties and responsibilities provided by you under this Employment Agreement are specially ordered or commissioned by the Company for its sole and exclusive use and shall constitute 'work for hire' at the instance of the Company in accordance with Section 17 (b) Copyrights Act, 1957, as amended from time to time. You will not, during or at any time after the completion, expiry or termination of this Employment Agreement in any way question or dispute the ownership of the Inventions developed, discovered, prepared, created, conceived or reduced to practice by you, either alone or jointly with others, during the course of performance of your duties under this Employment Agreement.

9.6 You may only use the Inventions to perform your duties under this Employment Agreement. You agree not to use the Inventions for your own gain. Further, you agree to not disclose any Inventions to any third party without the express written consent of the Company. To the extent any rights considered as moral rights in any jurisdiction cannot be assigned, you hereby forever waive and agree never to assert any and all moral rights that you may have in the Inventions or in respect to any Invention which you may be entitled under the law or any relevant jurisdiction even after termination of your relationship/employment with the Company and undertake to not initiate any legal proceedings to enforce any such moral rights.

9.7 The obligations contained in Part 9 hereof shall continue beyond the termination of your employment and shall be binding upon your assigns, executors, administrators and other legal representatives.

Registrar
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

PART 10. INJUNCTIVE RELIEF

10.1 You acknowledge and agree that a breach by you of any of the covenants contained in Parts 8 or 9 hereof would result in irreparable harm to IIPL's business such that IIPL could not adequately be compensated for such harm by a damage award. Accordingly, you agree that in the event of any such breach, in addition to all other remedies available to IIPL at law or in equity, IIPL shall be entitled as a matter of right to obtain from a court of competent jurisdiction such relief by way of restraining order, injunction, decree or otherwise as may be appropriate to ensure compliance with the provisions of Parts 8 or 9 herein and you waive any right to object and consents to the issuance of an injunction or interim injunction prohibiting you from breaching any of the provisions hereof.

PART 11. POLICIES AND PROCEDURE MANUAL AND CODE OF CONDUCT

11.1 You agree to comply with and be bound by the provisions of IIPL's Guide and Code of Business Conduct and Ethics.

11.2 It is understood that IIPL maintains or may maintain certain policies, which may relate to the employment of you. You agree to comply with such policies. It is agreed that the introduction and administration of such policies are within the sole discretion of IIPL. IIPL has the sole discretion to revise/amend any such policies and you agree to abide by such revised/amended policies as may/may not be notified to you. If IIPL introduces, amends or deletes such policies as conditions warrant, such introduction, deletion or amendment does not constitute a breach of this Employment Agreement.

PART 12. TERMINATION OF EMPLOYMENT

12.1 Your employment may be terminated at any time by IIPL:

a) without notice or remuneration in lieu thereof at any time:

- i) for just cause;
- ii) if you are convicted of an indictable criminal offense or become bankrupt;
- iii) if you are guilty of any misconduct which in the reasonable opinion of IIPL could injure the reputation or business of IIPL;
- iv) if you, by reason of illness or mental or physical disability or incapacity, are unable to perform your duties under this as an employee of IIPL for any period of sixty (60) consecutive calendar days; or
- v) if you breach any obligation of yours contained in this Annexure B.

b) otherwise, for convenience, upon notice of 60 days prior notice, in writing or with a payment to you in lieu of notice.

12.2 You may terminate your employment with IIPL at any time by providing IIPL with 60 days prior notice in writing to that effect.

12.3 Upon termination of your employment with IIPL for any reason, you agree that all items in possession of you in respect of IIPL's business including all files, manuals, information, Confidential Information, Inventions and documents and all equipment such as motor vehicles, cameras, tape recorders, office equipment, computers and related equipment shall remain the property of IIPL and you shall personally deliver same promptly to IIPL's office. No photostatic copy, duplication or reproduction of any kind whatsoever shall be made of such files, information or documents without the express written consent of IIPL.

12.4 The payment of the amount required pursuant to sub-paragraph 12.1 (a) if applicable, together with any amounts accrued pursuant to paragraphs 4.1 and 6.1, shall be full and final severance pay and settlement between the parties hereto and the Employee agrees that he will not be entitled to any further compensation or payment of any kind whatsoever.

PART 13. GOVERNING LAW

13.1 This document shall be construed and interpreted in accordance with Indian law and the Courts of Hyderabad shall have exclusive jurisdiction on any matters related thereto.

The terms and conditions as outlined in this Employment Agreement are subject to the terms and conditions of the Employee guide. The guide shall prevail in case of any inconsistency between this Employment Agreement and Employee guide. The Company can change the terms and conditions in the employee guide at any time without notice and the latest employee guide shall prevail over previous sessions.

PART 14. OTHER TERMS



14.1 Non-Disparagement:

a) Upon cessation of your employment with I IPL, you shall refrain from making any adverse written or oral statement or taking any action, directly or indirectly, which you know or reasonably should know to be disparaging, negative or capable of causing harm to the reputation of I IPL or its affiliates, publicly or otherwise, except as allowed or required by law. You shall also refrain from suggesting to anyone that any written or oral statements concerning I IPL or its affiliates, be made which you know or reasonably should know to be disparaging or negative, or from urging or influencing any person to make any such statement.

b) You understand that nothing in this Employment Agreement shall in any way limit or prohibit you from engaging for a lawful purpose in any Protected Activity. For purposes of this Employment Agreement, "Protected Activity" shall mean filing a charge or complaint, or otherwise communicating, cooperating, or participating with any governmental agency or regulatory body, in accordance with applicable laws.

Read and Acknowledged by:

Signature: _____
Abhiram A S

Date: _____





Annexure C: Sensitive Personal Data or Information (SPDI) Collection Statement

Throughout the course of your employment or service with Invesco India Private Limited ("IIPL"), we may collect certain Sensitive Personal Data or Information ("SPDI") from you.

The purpose of collection of SPDI includes but is not limited to: assessing an individual's qualifications and suitability including state of health for a particular job or task, administering a range of HR processes, provisioning of payroll benefits, record retention process, performance management, staff action on career development, tax-return filing, disclosures as permitted and required by law to assist in regulatory or other investigation or inspection, if any, or internal audit procedure and / or other administrative tasks ("Purposes").

The SPDI that we have collected and may collect from time to time may be used for the Purposes listed above by IIPL and/or may be transferred (whether in or outside of your employing country) to our group, affiliate or associate companies, our third party service providers such as insurers, bankers, administrators and other third party companies engaged in contractual activities on our behalf.

As per IIPL's Employment Data Protection Policy, we reserve the right to retain SPDI of employees, contractors, temporary employees, consultants, interns, trainees, prospective employees or applicants, and former employees when they cease to be employed by us for a period as allowed under applicable laws. Such SPDI may be required for any purposes, residual or ancillary to the above Purposes in relation to a former employee, including, but not limited to; the provision of job references, processing applications for the employment matters relating to retirement benefits and allowing us to fulfill other contractual or statutory obligations. Please note that you have a right to request access to or seek a correction to your SPDI in relation to your employment.

Please visit the intranet for our latest Employment Data Protection Policy should you have any enquiries concerning the SPDI collected, including obtaining copies and/ or seeking any correction. Please note that the Employment Data Protection Policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your acceptance of the Sensitive Personal Data or Information Collection Statement and acknowledge that you have read and agree to the terms of the Employment Data Protection Policy. You have the right to opt-out, in which case, you may contact the Human Resources department

Read and Acknowledged by:

Signature: _____
Abhiram A S

Date: _____





Annexure D : Notice to Potential Employees
Invesco Limited and its subsidiaries (Invesco)

Invesco, as an investment company, is highly regulated by, and abides by all applicable regulatory requirements of, the Securities and Exchange Commission (SEC). As an individual providing service to Invesco as an employee, you are subject to certain regulations established by the SEC as a condition of providing services to the corporation. This document provides you with an overview of those requirements so you know what to expect in anticipation of working with the organization.

Financial disclosure:

Due to potential access to sensitive information and records, you will be subject to disclosure of your personal investment holdings and trading activity as well as those of your immediate family while working with the company. Disclosure and other requirements may include, but may not be limited to, the following:

- a) Disclosure of direct or indirect beneficial ownership of securities held now or in the future;
- b) Clearance by Invesco before engaging in certain personal securities transactions;
- c) Reporting of certain personal securities transactions to Invesco;
- d) Restrictions on engaging in personal securities transactions or holding securities issued during an initial public offering;
- e) Restrictions on and disclosures regarding personal securities transactions involving the purchase or sale of unregistered or restricted securities;
- f) Restrictions on engaging in personal securities transactions in certain securities during certain periods of time; and
- g) Holding demat and trading accounts with an approved broker only.

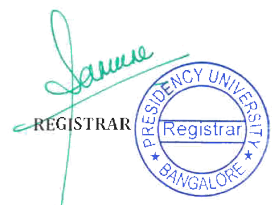
IPL's Compliance department will contact you shortly after you begin your assignment regarding disclosure requirements and pre-clearance of personal trades (if applicable).

Compliance with these requirements is a condition to any working relationship with Invesco, but does not guarantee a continued working relationship. All individuals work with Invesco on an at-will basis unless another status is agreed in writing with an authorized Invesco representative. Thank you for your cooperation and efforts toward maintaining Invesco as an organization that demonstrates the highest of ethical standards and behaviors in all of its business responsibilities.

Read and Acknowledged by:

Signature: _____
Abhiram A S

Date: _____





Annexure E: Transportation

In line with regulatory requirement and prevailing Invesco policy, Invesco provides door to door transport where applicable, for employees.

Employees whose login and log-out falls in between 7pm-7am can opt for company-provided transport facility, provided the following conditions are met:

- (I) Transport service is provided to employees who resides within 30kms radius from IIPL Office location.
- (II) It is intended that the maximum journey time should not be more than 120 minutes (one way). The calculated time is based on normal traffic conditions.

One of the prerequisites to making the Invesco offer was your proximity of residence to the Invesco office location. If you are unable to reside within the radius of Invesco Transport eligibility, during your tenure at IIPL, IIPL shall be entitled to take such necessary steps as may be required including

- (I) Ceasing the transportation facility
- (II) Termination of your employment with Invesco.

You are required to make yourself familiar with the Invesco Transport policy by reading the policy available on Intranet. More details can be obtained by contacting your Facilities Services department. Please note that the Invesco Transport policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your understanding and acceptance of the above.

Read and Acknowledged by:

Signature: _____
Abhiram A S

Date: _____





M Yogeswara Reddy
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED

15th Floor, Block 6, North Tower

Divyasree Orion

SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032

Tel +91 40 674 80000 / Fax 6748 0840

HR.Hyd@invesco.com

CIN# : U72200TG2012PTC078512

March 26, 2021

Dear M Yogeswara Reddy

Congratulations! We are pleased to offer you the position of Trainee, NATA for Invesco India Pvt. Ltd. ('I IPL or Invesco') effective July 19, 2021. This position will be located in our office at DivyaSree Orion, Survey No. 66/1, Ranga Reddy District, Hyderabad 500 032. People are the foundation of our success and we believe you possess the experience, capability and talent to help us further build our organization into one of the preeminent leaders in the investment community. Speaking not only for myself, but for my colleagues as well, we look forward to the opportunity of working with you to achieve our collective objectives.

The terms and conditions of your employment with I IPL are set forth below, which, together with Annexure A (Compensation), Annexure B (Additional Terms and Conditions of Employment), Annexure C (Sensitive Personal Data or Information Collection Statement), Annexure D (Notice) and Annexure E attachment hereto and incorporated herein, shall constitute the entire agreement between you and I IPL regarding your employment with I IPL (collectively, the "Agreement"). If the terms and conditions of the Agreement meet with your approval, please evidence your acceptance of such by signing where indicated below. The terms of this offer letter, Annexure A, Annexure B, Annexure C, Annexure D, and Annexure E are collectively referred to as "Employment Agreement".

This offer and your services are contingent upon the satisfactory background investigations including employment history. Any personal references and any negative report received by the Company from any person including your existing or earlier employer shall be solely for the Company's use and confidential, and you undertake not to request for a copy thereof or base a claim of any nature against any person including the Company with regard to such report or satisfaction reached by the Company. At your request, we understand that no background check with your present employer will be initiated by us prior to expiry of 7 days of your accepting the offer letter.

Compensation

Annual CTC

You will receive an annual CTC of Rs 3,30,000 . For further details, please refer to Annexure A hereof.

Discretionary Bonus Program

In addition, you will be eligible for Invesco's annual discretionary bonus program. Your target bonus range will be between 0% – 10% of your annual CTC. Your actual bonus award will be based upon company and individual performance and subject to applicable policies of company from time to time. Any incentive or performance bonus paid by the Company to the employee shall be inclusive of the statutory annual bonus, if, where and when, the same may become payable by the Company to the employee.

Relocation Expenses:

Domestic Relocation (e.g., within India only) expense will be reimbursed if you are relocating from a location that is more than 150 Kms away from Invesco Office Location. This is a onetime payment at the time of hiring and you must provide Invesco with documentation acceptable to Invesco documenting the relocation expense. Relocation allowance must be repaid to Invesco within 30 days should your employment with Invesco be terminated for any reason, save for death, permanent disability or involuntary reduction in force within twelve months from your actual start date with Invesco. Such repayment may be made by Invesco

REGISTRAR



deducting relocation amounts from your final paycheck. Below are the details on relocation:

Level / Title	Eligible Amount
Trainee	INR 2,50,000

Note: You can utilize the allocated relocation budget against any of below Service stack (Travel, Transit Stay, Movement of Goods, Miscellaneous Expenses, Brokerage Charges, Bike/ Car Movement, Bike/ Car registration and Local Travel). However, the reimbursement amount should be within the overall relocation budget. All the reimbursement will be paid on the actuals. You must submit dully filled and signed reimbursement form along with original bill containing Vendor GST Number and payments receipts for availing the reimbursement.

Please refer the attached relocation guide for more details

Miscellaneous

Annual Leave

Your annual leave will be communicated to you separately and will not be less than 30 working days in each full year and pro-rata in any part of a year.

Leave encashment would be paid as per the prevailing policy of I IPL at the time of your cessation of employment. The annual leave policy, carry over policy and leave encashment policy can be amended by I IPL at its sole discretion from time to time.

Termination

Your employment may be terminated in accordance with the terms and conditions of Part 12 of Annexure B hereto.
M Yogeswara Reddy, we are excited to welcome you to Invesco!

Sincerely,



Mamata Vegunta
Director of HR- Hyderabad

Offer Confirmation and Acceptance

If you are agreeable to the above terms and all terms and conditions as described in the Annexures to this document and Invesco (India) Private Limited Employee Guide, please sign this letter and return to Gayathri Santhoshi (at Santhoshi.Gayithri@invesco.com) by March 29, 2021. Please be sure to retain a copy of this letter for your records.



In the event you fail to provide your acceptance of this offer by March 29, 2021, this offer shall stand rescinded.

Read and Acknowledged by:

Signature: _____
M Yogeswara Reddy

Date: _____

Start Date: _____


REGISTRAR




M Yogeswara Reddy
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED
15th Floor, Block 6, North Tower
Divyasree Orion
SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032
Tel +91 40 674 80000 / Fax 6748 0840
HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

Annexure A: Compensation Details

March 26, 2021

Name: M Yogeswara Reddy
Job Title: Trainee, NATA

	Annual Compensation (Rupees.)
Basic Salary	99,000
Bonus/ex-gratia	12,000
Special Allowance (Flexible Plan)	1,92,648
Company contribution to Provident Fund	21,600
Gratuity as per Gratuity Act	4,752
Total CTC	3,30,000

Sincerely,

Mamata Vegunta
Director of HR- Hyderabad


REGISTRAR




M Yogeswara Reddy
Presidency University
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INVESCO (INDIA) PRIVATE LIMITED

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HR.Hyd@invesco.com

CIN# : U72200TG2012PTC078512

Annexure B: Additional Terms and Conditions of Employment:

PART 1. EMPLOYMENT AND DUTIES

1.1 You shall perform such duties, assume such responsibilities and carry out such instructions or policies as may be assigned by IIPL from time to time.

1.2 You shall at all times faithfully, diligently and to the best of your abilities perform all duties that may be required of you, and shall devote the whole of your working time, skill, experience, knowledge, labor, energy and attention exclusively to those duties and to the business and affairs of IIPL.

1.3 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you shall not, without first having obtained the written permission of IIPL, either as partner, officer, advisor, consultant, agent, employee, office bearer, contractor or otherwise, (i) be involved or become involved while this Employment Agreement is in effect or engage in any other activities that may conflict with your obligations to the Company; and (ii) carry on, own, manage, operate, join, assist, enable, have an interest in, control or otherwise engage or participate in a business similar to that of the Company or be connected (as a majority shareholder, director, officer, employee, partner, representative, lender, guarantor, distributor or advisor of, or consultant to or otherwise) in any business/ business entity which directly or indirectly is engaged in the business of the Company.

1.4 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you will not, either on your own or on behalf of any other person, firm or IIPL canvass, solicit, attempt to solicit or entice any of IIPL's customers, vendors, clients or any other employee working in IIPL.

1.5 You shall not bind IIPL to any commitment or obligations to third parties (whether in contract, tort or otherwise) without the prior approval of IIPL.

1.6 You shall in the discharge of your duties and in the exercise of your powers, observe, comply and adhere to all such prevailing laws and regulations, policies and procedures as may be applicable to IIPL, from time to time.

1.7 You represent to IIPL that you:

- (a) have the required skills and experience to perform the duties outlined in paragraph 1.2;
 - (b) are mentally and physically fit to perform the duties outlined in paragraph 1.2;
 - (c) are not using any illicit drugs;
 - (d) are not bankrupt;
 - (e) are not party to any agreement or covenant with any third party that may preclude your employment with IIPL;
- and

1.8 You agree to strictly comply with IIPL's HR policy as set out in IIPL's Employee Guide during the course of your employment with IIPL.

1.9 Working in Shift


REGISTRAR


- The normal "regular full-time" work schedule for IIPL is forty (40) working hours, not exceeding forty eight (48) working hours, during each working week.
- Daily and weekly work schedules may be changed from time to time, at the sole discretion of the Company, to meet varying business needs.
- In this regard, an employee is expected to work in any shift in a rotational basis in order to meet the business requirements. This may include working over the weekends / holidays, subject to applicable law.
- All employees are expected to adjust to these changes. Employees will be informed of changes in work schedules as far in advance as possible.
- All benefits contingent to working on shifts are guided by the Shift Allowance policy as described in the Employee Guide.

PART 2. TERM OF EMPLOYMENT

2.1 Once your employment has commenced, it shall continue until terminated as hereinafter provided in Part 12, provided however that Parts 8 and 9, shall remain effective after the termination of employment hereunder.

PART 3. TRANSFERS AND PROMOTIONS

3.1 All transfers and promotions will be considered on an individual basis and in line with IIPL's policy.

3.2 IIPL may, at its discretion, transfer you to any business location of IIPL or its affiliates in accordance with the Employee Guide.

PART 4. REMUNERATION

4.1 For all services rendered by you as an employee of IIPL, you shall be entitled to total remuneration as set forth in Annexure A.

4.2 IIPL reserves the right to deduct from your salary and benefits any sums which you may owe IIPL including, without limitation, any overpayment made to you by IIPL or other deductions authorized or required by law.

4.3 In the event of any alteration of remuneration, being so notified, the alteration shall thereafter have effect as if it were specifically provided for in Annexure A.

4.4 Your remuneration will be reviewed periodically in accordance with the established Company policies.

PART 5. BENEFITS

5.1 IIPL agrees to make available to every employee from the start date, the insurance scheme or insurance cum savings scheme as may be notified by the Government at the rates, stipulated by the Government in the notification either in lump sum every year or in monthly installments as may be prescribed by the Government in the notification from time to time.

PART 6. LEAVE

6.1 You will be eligible to receive the annual leave in each full year (January to December) and pro-rata in any part of a year, in accordance with the Company policy.

6.2 Your leave entitlement shall be pro-rated for the years in which your employment with IIPL begins and terminates.

6.3 IIPL shall comply with regulatory requirements when authorizing leaves of absence for you due to medical conditions, pregnancy, childbirth, civic duties, or personal situations.

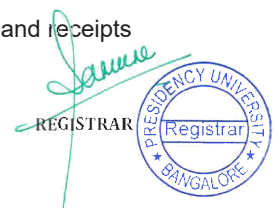
6.4 You shall request approval from your supervisor prior to taking leave.

PART 7. REIMBURSEMENT OF EXPENSES

7.1 IIPL shall reimburse you for all authorized travel and other expenses actually and properly incurred in connection with your duties as an employee of IIPL in accordance with IIPL's travel and entertainment policy.

7.2 You agree to provide any expense information requested by IIPL together with an itemize expense account and receipts showing all monies actually expended under paragraph 7.1.

PART 8. CONFIDENTIAL INFORMATION



8.1 As used herein, the term "Confidential Information" means information disclosed to, used by, developed by, or known to you in the course of your employment with IIPL, which is not generally known by persons outside IIPL's employment including, but not limited to, information pertaining to IIPL's and/or its affiliates' trade secrets, client information, marketing methods or strategies, personnel, sources or methods of financial position, pricing, bid proposal features, methods merchandising, interest rates, sales, customer and vendor lists, Inventions (as defined below), routines, policies and business procedures, including those outlined in IIPL's Employee Guide (if any).

8.2 You acknowledge that you shall have access to and be entrusted with Confidential Information in the course of your employment with IIPL, and that IIPL's business would be irreparably harmed if such Confidential Information were disclosed to, or used by, any persons outside IIPL's employment.

8.3 You acknowledge and agree that the right to maintain the absolute confidentiality of its Confidential Information is a proprietary right, which IIPL is entitled to protect.

8.4 You undertake, covenant and agree that you will not, during the term of your employment with IIPL or at any time thereafter, directly or indirectly, by any means whatsoever, divulge, furnish, provide access to, or use for any purpose other than the purposes authorized by IIPL, any of IIPL's Confidential Information, except if (i) it is required by law or any regulatory or government authority but only after giving reasonable notice to enable IIPL to limit such disclosure to the extent possible under law; (ii) it is considered necessary by you to disclose the Confidential Information to your professional advisers, auditors and bankers provided that he does so on terms protecting the Confidential Information which are at least as stringent as those specified herein; or (iii) IIPL has given its consent in writing in relation to such disclosure.

PART 9. INVENTIONS

9.1 As used herein, "Invention" means and includes any invention, improvement, method, process, advertisement, concept, system, apparatus, design or computer program or software, system or database or copyrights, patents, trademarks and designs (whether registered or unregistered), trade secrets or know how.

9.2 You acknowledge and agree that every Invention which you may, at any time during the term of your employment with IIPL or its affiliates, make, devise, develop or conceive, individually or jointly with others, whether during IIPL's business hours or otherwise, and which relates in any manner to IIPL's business or which may be useful to IIPL in connection with IIPL's business shall belong to, and be the exclusive property of IIPL, and you will make full and prompt disclosure to IIPL of every such Invention.

9.3 You undertake to assign to IIPL, or its nominee, every such Invention and to execute all assignments or other instruments and to do any other things necessary and proper to confirm IIPL's right and title in and to every such Invention. You further undertake to perform all proper acts within your power necessary or desired by IIPL to obtain letters patented in the name of IIPL and at IIPL's expense for every such Invention in whatever countries IIPL may desire, without payment by IIPL to You of any royalty, license fee, price or additional compensation. To the extent that such assignment of the rights in the Inventions from you to the Company is held unenforceable under applicable law for any reason, you agree to irrevocably grant a worldwide, enterprise-wide, perpetual, unlimited right and license in the Inventions, to use modify, improve, interpret, compile, recompile and further assign such rights provided in the Inventions for any purpose of the Company and without identifying or seeking your consent.

9.4 You further agree and acknowledge that even if IIPL does not exercise any of the rights in any of the assigned Inventions for more than a period of 1 (one) year, such assignment of, and license to, the rights in such assigned Inventions will not lapse and such rights will not revert pursuant to Section 19(4) of the Copyright Act, 1957.

9.5 You agree that, all duties and responsibilities provided by you under this Employment Agreement are specially ordered or commissioned by the Company for its sole and exclusive use and shall constitute 'work for hire' at the instance of the Company in accordance with Section 17 (b) Copyrights Act, 1957, as amended from time to time. You will not, during or at any time after the completion, expiry or termination of this Employment Agreement in any way question or dispute the ownership of the Inventions developed, discovered, prepared, created, conceived or reduced to practice by you, either alone or jointly with others, during the course of performance of your duties under this Employment Agreement.

9.6 You may only use the Inventions to perform your duties under this Employment Agreement. You agree not to use the Inventions for your own gain. Further, you agree to not disclose any Inventions to any third party without the express written consent of the Company. To the extent any rights considered as moral rights in any jurisdiction cannot be assigned, you hereby forever waive and agree never to assert any and all moral rights that you may have in the Inventions or in respect to any Invention which you may be entitled under the law or any relevant jurisdiction even after termination of your relationship/employment with the Company and undertake to not initiate any legal proceedings to enforce any such moral rights.

9.7 The obligations contained in Part 9 hereof shall continue beyond the termination of your employment and shall be binding upon your assigns, executors, administrators and other legal representatives.

Registrar
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

PART 10. INJUNCTIVE RELIEF

10.1 You acknowledge and agree that a breach by you of any of the covenants contained in Parts 8 or 9 hereof would result in irreparable harm to IIPL's business such that IIPL could not adequately be compensated for such harm by a damage award. Accordingly, you agree that in the event of any such breach, in addition to all other remedies available to IIPL at law or in equity, IIPL shall be entitled as a matter of right to obtain from a court of competent jurisdiction such relief by way of restraining order, injunction, decree or otherwise as may be appropriate to ensure compliance with the provisions of Parts 8 or 9 herein and you waive any right to object and consents to the issuance of an injunction or interim injunction prohibiting you from breaching any of the provisions hereof.

PART 11. POLICIES AND PROCEDURE MANUAL AND CODE OF CONDUCT

11.1 You agree to comply with and be bound by the provisions of IIPL's Guide and Code of Business Conduct and Ethics.

11.2 It is understood that IIPL maintains or may maintain certain policies, which may relate to the employment of you. You agree to comply with such policies. It is agreed that the introduction and administration of such policies are within the sole discretion of IIPL. IIPL has the sole discretion to revise/amend any such policies and you agree to abide by such revised/amended policies as may/may not be notified to you. If IIPL introduces, amends or deletes such policies as conditions warrant, such introduction, deletion or amendment does not constitute a breach of this Employment Agreement.

PART 12. TERMINATION OF EMPLOYMENT

12.1 Your employment may be terminated at any time by IIPL:

a) without notice or remuneration in lieu thereof at any time:

- i) for just cause;
- ii) if you are convicted of an indictable criminal offense or become bankrupt;
- iii) if you are guilty of any misconduct which in the reasonable opinion of IIPL could injure the reputation or business of IIPL;
- iv) if you, by reason of illness or mental or physical disability or incapacity, are unable to perform your duties under this as an employee of IIPL for any period of sixty (60) consecutive calendar days; or
- v) if you breach any obligation of yours contained in this Annexure B.

b) otherwise, for convenience, upon notice of 60 days prior notice, in writing or with a payment to you in lieu of notice.

12.2 You may terminate your employment with IIPL at any time by providing IIPL with 60 days prior notice in writing to that effect.

12.3 Upon termination of your employment with IIPL for any reason, you agree that all items in possession of you in respect of IIPL's business including all files, manuals, information, Confidential Information, Inventions and documents and all equipment such as motor vehicles, cameras, tape recorders, office equipment, computers and related equipment shall remain the property of IIPL and you shall personally deliver same promptly to IIPL's office. No photostatic copy, duplication or reproduction of any kind whatsoever shall be made of such files, information or documents without the express written consent of IIPL.

12.4 The payment of the amount required pursuant to sub-paragraph 12.1 (a) if applicable, together with any amounts accrued pursuant to paragraphs 4.1 and 6.1, shall be full and final severance pay and settlement between the parties hereto and the Employee agrees that he will not be entitled to any further compensation or payment of any kind whatsoever.

PART 13. GOVERNING LAW

13.1 This document shall be construed and interpreted in accordance with Indian law and the Courts of Hyderabad shall have exclusive jurisdiction on any matters related thereto.

The terms and conditions as outlined in this Employment Agreement are subject to the terms and conditions of the Employee guide. The guide shall prevail in case of any inconsistency between this Employment Agreement and Employee guide. The Company can change the terms and conditions in the employee guide at any time without notice and the latest employee guide shall prevail over previous sessions.

PART 14. OTHER TERMS



14.1 Non-Disparagement:

a) Upon cessation of your employment with I IPL, you shall refrain from making any adverse written or oral statement or taking any action, directly or indirectly, which you know or reasonably should know to be disparaging, negative or capable of causing harm to the reputation of I IPL or its affiliates, publicly or otherwise, except as allowed or required by law. You shall also refrain from suggesting to anyone that any written or oral statements concerning I IPL or its affiliates, be made which you know or reasonably should know to be disparaging or negative, or from urging or influencing any person to make any such statement.

b) You understand that nothing in this Employment Agreement shall in any way limit or prohibit you from engaging for a lawful purpose in any Protected Activity. For purposes of this Employment Agreement, "Protected Activity" shall mean filing a charge or complaint, or otherwise communicating, cooperating, or participating with any governmental agency or regulatory body, in accordance with applicable laws.

Read and Acknowledged by:

Signature: _____
M Yogeswara Reddy

Date: _____





Annexure C: Sensitive Personal Data or Information (SPDI) Collection Statement

Throughout the course of your employment or service with Invesco India Private Limited ("IIPL"), we may collect certain Sensitive Personal Data or Information ("SPDI") from you.

The purpose of collection of SPDI includes but is not limited to: assessing an individual's qualifications and suitability including state of health for a particular job or task, administering a range of HR processes, provisioning of payroll benefits, record retention process, performance management, staff action on career development, tax-return filing, disclosures as permitted and required by law to assist in regulatory or other investigation or inspection, if any, or internal audit procedure and / or other administrative tasks ("Purposes").

The SPDI that we have collected and may collect from time to time may be used for the Purposes listed above by IIPL and/or may be transferred (whether in or outside of your employing country) to our group, affiliate or associate companies, our third party service providers such as insurers, bankers, administrators and other third party companies engaged in contractual activities on our behalf.

As per IIPL's Employment Data Protection Policy, we reserve the right to retain SPDI of employees, contractors, temporary employees, consultants, interns, trainees, prospective employees or applicants, and former employees when they cease to be employed by us for a period as allowed under applicable laws. Such SPDI may be required for any purposes, residual or ancillary to the above Purposes in relation to a former employee, including, but not limited to; the provision of job references, processing applications for the employment matters relating to retirement benefits and allowing us to fulfill other contractual or statutory obligations. Please note that you have a right to request access to or seek a correction to your SPDI in relation to your employment.

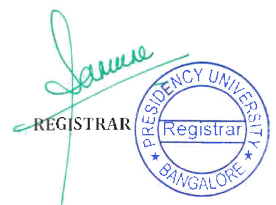
Please visit the intranet for our latest Employment Data Protection Policy should you have any enquiries concerning the SPDI collected, including obtaining copies and/ or seeking any correction. Please note that the Employment Data Protection Policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your acceptance of the Sensitive Personal Data or Information Collection Statement and acknowledge that you have read and agree to the terms of the Employment Data Protection Policy. You have the right to opt-out, in which case, you may contact the Human Resources department

Read and Acknowledged by:

Signature: _____
M Yogeswara Reddy

Date: _____





Annexure D : Notice to Potential Employees
Invesco Limited and its subsidiaries (Invesco)

Invesco, as an investment company, is highly regulated by, and abides by all applicable regulatory requirements of, the Securities and Exchange Commission (SEC). As an individual providing service to Invesco as an employee, you are subject to certain regulations established by the SEC as a condition of providing services to the corporation. This document provides you with an overview of those requirements so you know what to expect in anticipation of working with the organization.

Financial disclosure:

Due to potential access to sensitive information and records, you will be subject to disclosure of your personal investment holdings and trading activity as well as those of your immediate family while working with the company. Disclosure and other requirements may include, but may not be limited to, the following:

- a) Disclosure of direct or indirect beneficial ownership of securities held now or in the future;
- b) Clearance by Invesco before engaging in certain personal securities transactions;
- c) Reporting of certain personal securities transactions to Invesco;
- d) Restrictions on engaging in personal securities transactions or holding securities issued during an initial public offering;
- e) Restrictions on and disclosures regarding personal securities transactions involving the purchase or sale of unregistered or restricted securities;
- f) Restrictions on engaging in personal securities transactions in certain securities during certain periods of time; and
- g) Holding demat and trading accounts with an approved broker only.

IPL's Compliance department will contact you shortly after you begin your assignment regarding disclosure requirements and pre-clearance of personal trades (if applicable).

Compliance with these requirements is a condition to any working relationship with Invesco, but does not guarantee a continued working relationship. All individuals work with Invesco on an at-will basis unless another status is agreed in writing with an authorized Invesco representative. Thank you for your cooperation and efforts toward maintaining Invesco as an organization that demonstrates the highest of ethical standards and behaviors in all of its business responsibilities.

Read and Acknowledged by:

Signature: _____
M Yogeswara Reddy

Date: _____





Annexure E: Transportation

In line with regulatory requirement and prevailing Invesco policy, Invesco provides door to door transport where applicable, for employees.

Employees whose login and log-out falls in between 7pm-7am can opt for company-provided transport facility, provided the following conditions are met:

- (I) Transport service is provided to employees who resides within 30kms radius from IIPL Office location.
- (II) It is intended that the maximum journey time should not be more than 120 minutes (one way). The calculated time is based on normal traffic conditions.

One of the prerequisites to making the Invesco offer was your proximity of residence to the Invesco office location. If you are unable to reside within the radius of Invesco Transport eligibility, during your tenure at IIPL, IIPL shall be entitled to take such necessary steps as may be required including

- (I) Ceasing the transportation facility
- (II) Termination of your employment with Invesco.

You are required to make yourself familiar with the Invesco Transport policy by reading the policy available on Intranet. More details can be obtained by contacting your Facilities Services department. Please note that the Invesco Transport policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your understanding and acceptance of the above.

Read and Acknowledged by:

Signature: _____
M Yogeswara Reddy

Date: _____





Mamilla Rashmitha
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED

15th Floor, Block 6, North Tower

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SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032

Tel +91 40 674 80000 / Fax 6748 0840

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CIN# : U72200TG2012PTC078512

March 26, 2021

Dear Mamilla Rashmitha

Congratulations! We are pleased to offer you the position of Trainee, NATA for Invesco India Pvt. Ltd. ('I IPL or Invesco') effective July 19, 2021. This position will be located in our office at DivyaSree Orion, Survey No. 66/1, Ranga Reddy District, Hyderabad 500 032. People are the foundation of our success and we believe you possess the experience, capability and talent to help us further build our organization into one of the preeminent leaders in the investment community. Speaking not only for myself, but for my colleagues as well, we look forward to the opportunity of working with you to achieve our collective objectives.

The terms and conditions of your employment with I IPL are set forth below, which, together with Annexure A (Compensation), Annexure B (Additional Terms and Conditions of Employment), Annexure C (Sensitive Personal Data or Information Collection Statement), Annexure D (Notice) and Annexure E attachment hereto and incorporated herein, shall constitute the entire agreement between you and I IPL regarding your employment with I IPL (collectively, the "Agreement"). If the terms and conditions of the Agreement meet with your approval, please evidence your acceptance of such by signing where indicated below. The terms of this offer letter, Annexure A, Annexure B, Annexure C, Annexure D, and Annexure E are collectively referred to as "Employment Agreement".

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Leave encashment would be paid as per the prevailing policy of I IPL at the time of your cessation of employment. The annual leave policy, carry over policy and leave encashment policy can be amended by I IPL at its sole discretion from time to time.

Termination

Your employment may be terminated in accordance with the terms and conditions of Part 12 of Annexure B hereto. Mamilla Rashmitha, we are excited to welcome you to Invesco!

Sincerely,



Mamata Vegunta
Director of HR- Hyderabad

Offer Confirmation and Acceptance

If you are agreeable to the above terms and all terms and conditions as described in the Annexures to this document and Invesco (India) Private Limited Employee Guide, please sign this letter and return to Gayathri Santhoshi (at Santhoshi.Gayithri@invesco.com) by March 29, 2021. Please be sure to retain a copy of this letter for your records.

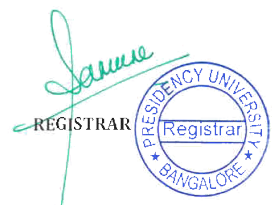
In the event you fail to provide your acceptance of this offer by March 29, 2021, this offer shall stand rescinded.

Read and Acknowledged by:

Signature: _____
Mamilla Rashmitha

Date: _____

Start Date: _____



REGISTRAR
PRESIDENCY UNIVERSITY
Bangalore



Mamilla Rashmitha
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED
15th Floor, Block 6, North Tower
Divyasree Orion
SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032
Tel +91 40 674 80000 / Fax 6748 0840
HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

Annexure A: Compensation Details

March 26, 2021

Name: Mamilla Rashmitha
Job Title: Trainee, NATA

	Annual Compensation (Rupees.)
Basic Salary	99,000
Bonus/ex-gratia	12,000
Special Allowance (Flexible Plan)	1,92,648
Company contribution to Provident Fund	21,600
Gratuity as per Gratuity Act	4,752
Total CTC	3,30,000

Sincerely,

Mamata Vegunta
Director of HR- Hyderabad


REGISTRAR




Mamilla Rashmitha
Presidency University
Bengaluru 560064

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Tel +91 40 674 80000 / Fax 6748 0840

HR.Hyd@invesco.com

CIN# : U72200TG2012PTC078512

Annexure B: Additional Terms and Conditions of Employment:

PART 1. EMPLOYMENT AND DUTIES

1.1 You shall perform such duties, assume such responsibilities and carry out such instructions or policies as may be assigned by IIPL from time to time.

1.2 You shall at all times faithfully, diligently and to the best of your abilities perform all duties that may be required of you, and shall devote the whole of your working time, skill, experience, knowledge, labor, energy and attention exclusively to those duties and to the business and affairs of IIPL.

1.3 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you shall not, without first having obtained the written permission of IIPL, either as partner, officer, advisor, consultant, agent, employee, office bearer, contractor or otherwise, (i) be involved or become involved while this Employment Agreement is in effect or engage in any other activities that may conflict with your obligations to the Company; and (ii) carry on, own, manage, operate, join, assist, enable, have an interest in, control or otherwise engage or participate in a business similar to that of the Company or be connected (as a majority shareholder, director, officer, employee, partner, representative, lender, guarantor, distributor or advisor of, or consultant to or otherwise) in any business/ business entity which directly or indirectly is engaged in the business of the Company.

1.4 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you will not, either on your own or on behalf of any other person, firm or IIPL canvass, solicit, attempt to solicit or entice any of IIPL's customers, vendors, clients or any other employee working in IIPL.

1.5 You shall not bind IIPL to any commitment or obligations to third parties (whether in contract, tort or otherwise) without the prior approval of IIPL.



1.6 You shall in the discharge of your duties and in the exercise of your powers, observe, comply and adhere to all such prevailing laws and regulations, policies and procedures as may be applicable to IIPL, from time to time.

1.7 You represent to IIPL that you:

- (a) have the required skills and experience to perform the duties outlined in paragraph 1.2;
 - (b) are mentally and physically fit to perform the duties outlined in paragraph 1.2;
 - (c) are not using any illicit drugs;
 - (d) are not bankrupt;
 - (e) are not party to any agreement or covenant with any third party that may preclude your employment with IIPL;
- and

1.8 You agree to strictly comply with IIPL's HR policy as set out in IIPL's Employee Guide during the course of your employment with IIPL.

1.9 Working in Shift


REGISTRAR


- The normal "regular full-time" work schedule for IIPL is forty (40) working hours, not exceeding forty eight (48) working hours, during each working week.
- Daily and weekly work schedules may be changed from time to time, at the sole discretion of the Company, to meet varying business needs.
- In this regard, an employee is expected to work in any shift in a rotational basis in order to meet the business requirements. This may include working over the weekends / holidays, subject to applicable law.
- All employees are expected to adjust to these changes. Employees will be informed of changes in work schedules as far in advance as possible.
- All benefits contingent to working on shifts are guided by the Shift Allowance policy as described in the Employee Guide.

PART 2. TERM OF EMPLOYMENT

2.1 Once your employment has commenced, it shall continue until terminated as hereinafter provided in Part 12, provided however that Parts 8 and 9, shall remain effective after the termination of employment hereunder.

PART 3. TRANSFERS AND PROMOTIONS

3.1 All transfers and promotions will be considered on an individual basis and in line with IIPL's policy.

3.2 IIPL may, at its discretion, transfer you to any business location of IIPL or its affiliates in accordance with the Employee Guide.

PART 4. REMUNERATION

4.1 For all services rendered by you as an employee of IIPL, you shall be entitled to total remuneration as set forth in Annexure A.

4.2 IIPL reserves the right to deduct from your salary and benefits any sums which you may owe IIPL including, without limitation, any overpayment made to you by IIPL or other deductions authorized or required by law.

4.3 In the event of any alteration of remuneration, being so notified, the alteration shall thereafter have effect as if it were specifically provided for in Annexure A.

4.4 Your remuneration will be reviewed periodically in accordance with the established Company policies.

PART 5. BENEFITS

5.1 IIPL agrees to make available to every employee from the start date, the insurance scheme or insurance cum savings scheme as may be notified by the Government at the rates, stipulated by the Government in the notification either in lump sum every year or in monthly installments as may be prescribed by the Government in the notification from time to time.

PART 6. LEAVE

6.1 You will be eligible to receive the annual leave in each full year (January to December) and pro-rata in any part of a year, in accordance with the Company policy.

6.2 Your leave entitlement shall be pro-rated for the years in which your employment with IIPL begins and terminates.

6.3 IIPL shall comply with regulatory requirements when authorizing leaves of absence for you due to medical conditions, pregnancy, childbirth, civic duties, or personal situations.

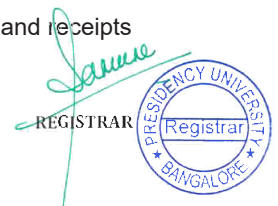
6.4 You shall request approval from your supervisor prior to taking leave.

PART 7. REIMBURSEMENT OF EXPENSES

7.1 IIPL shall reimburse you for all authorized travel and other expenses actually and properly incurred in connection with your duties as an employee of IIPL in accordance with IIPL's travel and entertainment policy.

7.2 You agree to provide any expense information requested by IIPL together with an itemize expense account and receipts showing all monies actually expended under paragraph 7.1.

PART 8. CONFIDENTIAL INFORMATION



8.1 As used herein, the term "Confidential Information" means information disclosed to, used by, developed by, or known to you in the course of your employment with IIPL, which is not generally known by persons outside IIPL's employment including, but not limited to, information pertaining to IIPL's and/or its affiliates' trade secrets, client information, marketing methods or strategies, personnel, sources or methods of financial position, pricing, bid proposal features, methods merchandising, interest rates, sales, customer and vendor lists, Inventions (as defined below), routines, policies and business procedures, including those outlined in IIPL's Employee Guide (if any).

8.2 You acknowledge that you shall have access to and be entrusted with Confidential Information in the course of your employment with IIPL, and that IIPL's business would be irreparably harmed if such Confidential Information were disclosed to, or used by, any persons outside IIPL's employment.

8.3 You acknowledge and agree that the right to maintain the absolute confidentiality of its Confidential Information is a proprietary right, which IIPL is entitled to protect.

8.4 You undertake, covenant and agree that you will not, during the term of your employment with IIPL or at any time thereafter, directly or indirectly, by any means whatsoever, divulge, furnish, provide access to, or use for any purpose other than the purposes authorized by IIPL, any of IIPL's Confidential Information, except if (i) it is required by law or any regulatory or government authority but only after giving reasonable notice to enable IIPL to limit such disclosure to the extent possible under law; (ii) it is considered necessary by you to disclose the Confidential Information to your professional advisers, auditors and bankers provided that he does so on terms protecting the Confidential Information which are at least as stringent as those specified herein; or (iii) IIPL has given its consent in writing in relation to such disclosure.

PART 9. INVENTIONS

9.1 As used herein, "Invention" means and includes any invention, improvement, method, process, advertisement, concept, system, apparatus, design or computer program or software, system or database or copyrights, patents, trademarks and designs (whether registered or unregistered), trade secrets or know how.

9.2 You acknowledge and agree that every Invention which you may, at any time during the term of your employment with IIPL or its affiliates, make, devise, develop or conceive, individually or jointly with others, whether during IIPL's business hours or otherwise, and which relates in any manner to IIPL's business or which may be useful to IIPL in connection with IIPL's business shall belong to, and be the exclusive property of IIPL, and you will make full and prompt disclosure to IIPL of every such Invention.

9.3 You undertake to assign to IIPL, or its nominee, every such Invention and to execute all assignments or other instruments and to do any other things necessary and proper to confirm IIPL's right and title in and to every such Invention. You further undertake to perform all proper acts within your power necessary or desired by IIPL to obtain letters patented in the name of IIPL and at IIPL's expense for every such Invention in whatever countries IIPL may desire, without payment by IIPL to You of any royalty, license fee, price or additional compensation. To the extent that such assignment of the rights in the Inventions from you to the Company is held unenforceable under applicable law for any reason, you agree to irrevocably grant a worldwide, enterprise-wide, perpetual, unlimited right and license in the Inventions, to use modify, improve, interpret, compile, recompile and further assign such rights provided in the Inventions for any purpose of the Company and without identifying or seeking your consent.

9.4 You further agree and acknowledge that even if IIPL does not exercise any of the rights in any of the assigned Inventions for more than a period of 1 (one) year, such assignment of, and license to, the rights in such assigned Inventions will not lapse and such rights will not revert pursuant to Section 19(4) of the Copyright Act, 1957.

9.5 You agree that, all duties and responsibilities provided by you under this Employment Agreement are specially ordered or commissioned by the Company for its sole and exclusive use and shall constitute 'work for hire' at the instance of the Company in accordance with Section 17 (b) Copyrights Act, 1957, as amended from time to time. You will not, during or at any time after the completion, expiry or termination of this Employment Agreement in any way question or dispute the ownership of the Inventions developed, discovered, prepared, created, conceived or reduced to practice by you, either alone or jointly with others, during the course of performance of your duties under this Employment Agreement.

9.6 You may only use the Inventions to perform your duties under this Employment Agreement. You agree not to use the Inventions for your own gain. Further, you agree to not disclose any Inventions to any third party without the express written consent of the Company. To the extent any rights considered as moral rights in any jurisdiction cannot be assigned, you hereby forever waive and agree never to assert any and all moral rights that you may have in the Inventions or in respect to any Invention which you may be entitled under the law or any relevant jurisdiction even after termination of your relationship/employment with the Company and undertake to not initiate any legal proceedings to enforce any such moral rights.

9.7 The obligations contained in Part 9 hereof shall continue beyond the termination of your employment and shall be binding upon your assigns, executors, administrators and other legal representatives.

Registrar
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

PART 10. INJUNCTIVE RELIEF

10.1 You acknowledge and agree that a breach by you of any of the covenants contained in Parts 8 or 9 hereof would result in irreparable harm to I IPL's business such that I IPL could not adequately be compensated for such harm by a damage award. Accordingly, you agree that in the event of any such breach, in addition to all other remedies available to I IPL at law or in equity, I IPL shall be entitled as a matter of right to obtain from a court of competent jurisdiction such relief by way of restraining order, injunction, decree or otherwise as may be appropriate to ensure compliance with the provisions of Parts 8 or 9 herein and you waive any right to object and consents to the issuance of an injunction or interim injunction prohibiting you from breaching any of the provisions hereof.

PART 11. POLICIES AND PROCEDURE MANUAL AND CODE OF CONDUCT

11.1 You agree to comply with and be bound by the provisions of I IPL's Guide and Code of Business Conduct and Ethics.

11.2 It is understood that I IPL maintains or may maintain certain policies, which may relate to the employment of you. You agree to comply with such policies. It is agreed that the introduction and administration of such policies are within the sole discretion of I IPL. I IPL has the sole discretion to revise/amend any such policies and you agree to abide by such revised/amended policies as may/may not be notified to you. If I IPL introduces, amends or deletes such policies as conditions warrant, such introduction, deletion or amendment does not constitute a breach of this Employment Agreement.

PART 12. TERMINATION OF EMPLOYMENT

12.1 Your employment may be terminated at any time by I IPL:

a) without notice or remuneration in lieu thereof at any time:

- i) for just cause;
- ii) if you are convicted of an indictable criminal offense or become bankrupt;
- iii) if you are guilty of any misconduct which in the reasonable opinion of I IPL could injure the reputation or business of I IPL;
- iv) if you, by reason of illness or mental or physical disability or incapacity, are unable to perform your duties under this as an employee of I IPL for any period of sixty (60) consecutive calendar days; or
- v) if you breach any obligation of yours contained in this Annexure B.

b) otherwise, for convenience, upon notice of 60 days prior notice, in writing or with a payment to you in lieu of notice.

12.2 You may terminate your employment with I IPL at any time by providing I IPL with 60 days prior notice in writing to that effect.

12.3 Upon termination of your employment with I IPL for any reason, you agree that all items in possession of you in respect of I IPL's business including all files, manuals, information, Confidential Information, Inventions and documents and all equipment such as motor vehicles, cameras, tape recorders, office equipment, computers and related equipment shall remain the property of I IPL and you shall personally deliver same promptly to I IPL's office. No photostatic copy, duplication or reproduction of any kind whatsoever shall be made of such files, information or documents without the express written consent of I IPL.

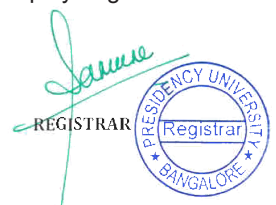
12.4 The payment of the amount required pursuant to sub-paragraph 12.1 (a) if applicable, together with any amounts accrued pursuant to paragraphs 4.1 and 6.1, shall be full and final severance pay and settlement between the parties hereto and the Employee agrees that he will not be entitled to any further compensation or payment of any kind whatsoever.

PART 13. GOVERNING LAW

13.1 This document shall be construed and interpreted in accordance with Indian law and the Courts of Hyderabad shall have exclusive jurisdiction on any matters related thereto.

The terms and conditions as outlined in this Employment Agreement are subject to the terms and conditions of the Employee guide. The guide shall prevail in case of any inconsistency between this Employment Agreement and Employee guide. The Company can change the terms and conditions in the employee guide at any time without notice and the latest employee guide shall prevail over previous sessions.

PART 14. OTHER TERMS



14.1 Non-Disparagement:

a) Upon cessation of your employment with IIPL, you shall refrain from making any adverse written or oral statement or taking any action, directly or indirectly, which you know or reasonably should know to be disparaging, negative or capable of causing harm to the reputation of IIPL or its affiliates, publicly or otherwise, except as allowed or required by law. You shall also refrain from suggesting to anyone that any written or oral statements concerning IIPL or its affiliates, be made which you know or reasonably should know to be disparaging or negative, or from urging or influencing any person to make any such statement.

b) You understand that nothing in this Employment Agreement shall in any way limit or prohibit you from engaging for a lawful purpose in any Protected Activity. For purposes of this Employment Agreement, "Protected Activity" shall mean filing a charge or complaint, or otherwise communicating, cooperating, or participating with any governmental agency or regulatory body, in accordance with applicable laws.

Read and Acknowledged by:

Signature: _____
Mamilla Rashmitha

Date: _____





Annexure C: Sensitive Personal Data or Information (SPDI) Collection Statement

Throughout the course of your employment or service with Invesco India Private Limited ("IIPL"), we may collect certain Sensitive Personal Data or Information ("SPDI") from you.

The purpose of collection of SPDI includes but is not limited to: assessing an individual's qualifications and suitability including state of health for a particular job or task, administering a range of HR processes, provisioning of payroll benefits, record retention process, performance management, staff action on career development, tax-return filing, disclosures as permitted and required by law to assist in regulatory or other investigation or inspection, if any, or internal audit procedure and / or other administrative tasks ("Purposes").

The SPDI that we have collected and may collect from time to time may be used for the Purposes listed above by IIPL and/or may be transferred (whether in or outside of your employing country) to our group, affiliate or associate companies, our third party service providers such as insurers, bankers, administrators and other third party companies engaged in contractual activities on our behalf.

As per IIPL's Employment Data Protection Policy, we reserve the right to retain SPDI of employees, contractors, temporary employees, consultants, interns, trainees, prospective employees or applicants, and former employees when they cease to be employed by us for a period as allowed under applicable laws. Such SPDI may be required for any purposes, residual or ancillary to the above Purposes in relation to a former employee, including, but not limited to; the provision of job references, processing applications for the employment matters relating to retirement benefits and allowing us to fulfill other contractual or statutory obligations. Please note that you have a right to request access to or seek a correction to your SPDI in relation to your employment.

Please visit the intranet for our latest Employment Data Protection Policy should you have any enquiries concerning the SPDI collected, including obtaining copies and/ or seeking any correction. Please note that the Employment Data Protection Policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your acceptance of the Sensitive Personal Data or Information Collection Statement and acknowledge that you have read and agree to the terms of the Employment Data Protection Policy. You have the right to opt-out, in which case, you may contact the Human Resources department

Read and Acknowledged by:

Signature: _____
Mamilla Rashmitha

Date: _____





Annexure D : Notice to Potential Employees
Invesco Limited and its subsidiaries (Invesco)

Invesco, as an investment company, is highly regulated by, and abides by all applicable regulatory requirements of, the Securities and Exchange Commission (SEC). As an individual providing service to Invesco as an employee, you are subject to certain regulations established by the SEC as a condition of providing services to the corporation. This document provides you with an overview of those requirements so you know what to expect in anticipation of working with the organization.

Financial disclosure:

Due to potential access to sensitive information and records, you will be subject to disclosure of your personal investment holdings and trading activity as well as those of your immediate family while working with the company. Disclosure and other requirements may include, but may not be limited to, the following:

- a) Disclosure of direct or indirect beneficial ownership of securities held now or in the future;
- b) Clearance by Invesco before engaging in certain personal securities transactions;
- c) Reporting of certain personal securities transactions to Invesco;
- d) Restrictions on engaging in personal securities transactions or holding securities issued during an initial public offering;
- e) Restrictions on and disclosures regarding personal securities transactions involving the purchase or sale of unregistered or restricted securities;
- f) Restrictions on engaging in personal securities transactions in certain securities during certain periods of time; and
- g) Holding demat and trading accounts with an approved broker only.

IPL's Compliance department will contact you shortly after you begin your assignment regarding disclosure requirements and pre-clearance of personal trades (if applicable).

Compliance with these requirements is a condition to any working relationship with Invesco, but does not guarantee a continued working relationship. All individuals work with Invesco on an at-will basis unless another status is agreed in writing with an authorized Invesco representative. Thank you for your cooperation and efforts toward maintaining Invesco as an organization that demonstrates the highest of ethical standards and behaviors in all of its business responsibilities.

Read and Acknowledged by:

Signature: _____
Mamilla Rashmitha

Date: _____





Annexure E: Transportation

In line with regulatory requirement and prevailing Invesco policy, Invesco provides door to door transport where applicable, for employees.

Employees whose login and log- out falls in between 7pm-7am can opt for company-provided transport facility, provided the following conditions are met:

- (I) Transport service is provided to employees who resides within 30kms radius from IIPL Office location.
- (II) It is intended that the maximum journey time should not be more than 120 minutes (one way). The calculated time is based on normal traffic conditions.

One of the prerequisites to making the Invesco offer was your proximity of residence to the Invesco office location. If you are unable to reside within the radius of Invesco Transport eligibility, during your tenure at IIPL, IIPL shall be entitled to take such necessary steps as may be required including

- (I) Ceasing the transportation facility
- (II) Termination of your employment with Invesco.

You are required to make yourself familiar with the Invesco Transport policy by reading the policy available on Intranet. More details can be obtained by contacting your Facilities Services department. Please note that the Invesco Transport policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your understanding and acceptance of the above.

Read and Acknowledged by:

Signature: _____
Mamilla Rashmitha

Date: _____





Abhishek K S
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED
15th Floor, Block 6, North Tower
Divyasree Orion
SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032
Tel +91 40 674 80000 / Fax 6748 0840
HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

March 26, 2021

Dear Abhishek K S

Congratulations! We are pleased to offer you the position of Trainee, NATA for Invesco India Pvt. Ltd. ('I IPL or Invesco') effective July 19, 2021. This position will be located in our office at DivyaSree Orion, Survey No. 66/1, Ranga Reddy District, Hyderabad 500 032. People are the foundation of our success and we believe you possess the experience, capability and talent to help us further build our organization into one of the preeminent leaders in the investment community. Speaking not only for myself, but for my colleagues as well, we look forward to the opportunity of working with you to achieve our collective objectives.

The terms and conditions of your employment with I IPL are set forth below, which, together with Annexure A (Compensation), Annexure B (Additional Terms and Conditions of Employment), Annexure C (Sensitive Personal Data or Information Collection Statement), Annexure D (Notice) and Annexure E attachment hereto and incorporated herein, shall constitute the entire agreement between you and I IPL regarding your employment with I IPL (collectively, the "Agreement"). If the terms and conditions of the Agreement meet with your approval, please evidence your acceptance of such by signing where indicated below. The terms of this offer letter, Annexure A, Annexure B, Annexure C, Annexure D, and Annexure E are collectively referred to as "Employment Agreement".

This offer and your services are contingent upon the satisfactory background investigations including employment history. Any personal references and any negative report received by the Company from any person including your existing or earlier employer shall be solely for the Company's use and confidential, and you undertake not to request for a copy thereof or base a claim of any nature against any person including the Company with regard to such report or satisfaction reached by the Company. At your request, we understand that no background check with your present employer will be initiated by us prior to expiry of 7 days of your accepting the offer letter.

Compensation

Annual CTC

You will receive an annual CTC of Rs 3,30,000 . For further details, please refer to Annexure A hereof.

Discretionary Bonus Program

In addition, you will be eligible for Invesco's annual discretionary bonus program. Your target bonus range will be between 0% – 10% of your annual CTC. Your actual bonus award will be based upon company and individual performance and subject to applicable policies of company from time to time. Any incentive or performance bonus paid by the Company to the employee shall be inclusive of the statutory annual bonus, if, where and when, the same may become payable by the Company to the employee.

Relocation Expenses:

Domestic Relocation (e.g., within India only) expense will be reimbursed if you are relocating from a location that is more than 150 Kms away from Invesco Office Location. This is a onetime payment at the time of hiring and you must provide Invesco with documentation acceptable to Invesco documenting the relocation expense. Relocation allowance must be repaid to Invesco within 30 days should your employment with Invesco be terminated for any reason, save for death, permanent disability or involuntary reduction in force within twelve months from your actual start date with Invesco. Such repayment may be made by Invesco



deducting relocation amounts from your final paycheck. Below are the details on relocation:

Level / Title	Eligible Amount
Trainee	INR 2,50,000

Note: You can utilize the allocated relocation budget against any of below Service stack (Travel, Transit Stay, Movement of Goods, Miscellaneous Expenses, Brokerage Charges, Bike/ Car Movement, Bike/ Car registration and Local Travel). However, the reimbursement amount should be within the overall relocation budget. All the reimbursement will be paid on the actuals. You must submit dully filled and signed reimbursement form along with original bill containing Vendor GST Number and payments receipts for availing the reimbursement.

Please refer the attached relocation guide for more details

Miscellaneous

Annual Leave

Your annual leave will be communicated to you separately and will not be less than 30 working days in each full year and pro-rata in any part of a year.

Leave encashment would be paid as per the prevailing policy of I IPL at the time of your cessation of employment. The annual leave policy, carry over policy and leave encashment policy can be amended by I IPL at its sole discretion from time to time.

Termination

Your employment may be terminated in accordance with the terms and conditions of Part 12 of Annexure B hereto. Abhishek K S, we are excited to welcome you to Invesco!

Sincerely,



Mamata Vegunta
Director of HR- Hyderabad

Offer Confirmation and Acceptance

If you are agreeable to the above terms and all terms and conditions as described in the Annexures to this document and Invesco (India) Private Limited Employee Guide, please sign this letter and return to Gayathri Santhoshi (at Santhoshi.Gayithri@invesco.com) by March 29, 2021. Please be sure to retain a copy of this letter for your records.

In the event you fail to provide your acceptance of this offer by March 29, 2021, this offer shall stand rescinded.

Read and Acknowledged by:

Signature: _____
Abhishek K S

Date: _____

Start Date: _____





Abhishek K S
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED
15th Floor, Block 6, North Tower
Divyasree Orion
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Tel +91 40 674 80000 / Fax 6748 0840
HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

Annexure A: Compensation Details


March 26, 2021

Name: Abhishek K S
Job Title: Trainee, NATA

	Annual Compensation (Rupees.)
Basic Salary	99,000
Bonus/ex-gratia	12,000
Special Allowance (Flexible Plan)	1,92,648
Company contribution to Provident Fund	21,600
Gratuity as per Gratuity Act	4,752
Total CTC	3,30,000

Sincerely,

Mamata Vegunta
Director of HR- Hyderabad


REGISTRAR




Abhishek K S
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1.1 You shall perform such duties, assume such responsibilities and carry out such instructions or policies as may be assigned by IIPL from time to time.

1.2 You shall at all times faithfully, diligently and to the best of your abilities perform all duties that may be required of you, and shall devote the whole of your working time, skill, experience, knowledge, labor, energy and attention exclusively to those duties and to the business and affairs of IIPL.

1.3 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you shall not, without first having obtained the written permission of IIPL, either as partner, officer, advisor, consultant, agent, employee, office bearer, contractor or otherwise, (i) be involved or become involved while this Employment Agreement is in effect or engage in any other activities that may conflict with your obligations to the Company; and (ii) carry on, own, manage, operate, join, assist, enable, have an interest in, control or otherwise engage or participate in a business similar to that of the Company or be connected (as a majority shareholder, director, officer, employee, partner, representative, lender, guarantor, distributor or advisor of, or consultant to or otherwise) in any business/ business entity which directly or indirectly is engaged in the business of the Company.

1.4 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you will not, either on your own or on behalf of any other person, firm or IIPL canvass, solicit, attempt to solicit or entice any of IIPL's customers, vendors, clients or any other employee working in IIPL.

1.5 You shall not bind IIPL to any commitment or obligations to third parties (whether in contract, tort or otherwise) without the prior approval of IIPL.



1.6 You shall in the discharge of your duties and in the exercise of your powers, observe, comply and adhere to all such prevailing laws and regulations, policies and procedures as may be applicable to IIPL, from time to time.

1.7 You represent to IIPL that you:

- (a) have the required skills and experience to perform the duties outlined in paragraph 1.2;
 - (b) are mentally and physically fit to perform the duties outlined in paragraph 1.2;
 - (c) are not using any illicit drugs;
 - (d) are not bankrupt;
 - (e) are not party to any agreement or covenant with any third party that may preclude your employment with IIPL;
- and

1.8 You agree to strictly comply with IIPL's HR policy as set out in IIPL's Employee Guide during the course of your employment with IIPL.

1.9 Working in Shift


REGISTRAR


- The normal "regular full-time" work schedule for IIPL is forty (40) working hours, not exceeding forty eight (48) working hours, during each working week.
- Daily and weekly work schedules may be changed from time to time, at the sole discretion of the Company, to meet varying business needs.
- In this regard, an employee is expected to work in any shift in a rotational basis in order to meet the business requirements. This may include working over the weekends / holidays, subject to applicable law.
- All employees are expected to adjust to these changes. Employees will be informed of changes in work schedules as far in advance as possible.
- All benefits contingent to working on shifts are guided by the Shift Allowance policy as described in the Employee Guide.

PART 2. TERM OF EMPLOYMENT

2.1 Once your employment has commenced, it shall continue until terminated as hereinafter provided in Part 12, provided however that Parts 8 and 9, shall remain effective after the termination of employment hereunder.

PART 3. TRANSFERS AND PROMOTIONS

3.1 All transfers and promotions will be considered on an individual basis and in line with IIPL's policy.

3.2 IIPL may, at its discretion, transfer you to any business location of IIPL or its affiliates in accordance with the Employee Guide.

PART 4. REMUNERATION

4.1 For all services rendered by you as an employee of IIPL, you shall be entitled to total remuneration as set forth in Annexure A.

4.2 IIPL reserves the right to deduct from your salary and benefits any sums which you may owe IIPL including, without limitation, any overpayment made to you by IIPL or other deductions authorized or required by law.

4.3 In the event of any alteration of remuneration, being so notified, the alteration shall thereafter have effect as if it were specifically provided for in Annexure A.

4.4 Your remuneration will be reviewed periodically in accordance with the established Company policies.

PART 5. BENEFITS

5.1 IIPL agrees to make available to every employee from the start date, the insurance scheme or insurance cum savings scheme as may be notified by the Government at the rates, stipulated by the Government in the notification either in lump sum every year or in monthly installments as may be prescribed by the Government in the notification from time to time.

PART 6. LEAVE

6.1 You will be eligible to receive the annual leave in each full year (January to December) and pro-rata in any part of a year, in accordance with the Company policy.

6.2 Your leave entitlement shall be pro-rated for the years in which your employment with IIPL begins and terminates.

6.3 IIPL shall comply with regulatory requirements when authorizing leaves of absence for you due to medical conditions, pregnancy, childbirth, civic duties, or personal situations.


6.4 You shall request approval from your supervisor prior to taking leave.

PART 7. REIMBURSEMENT OF EXPENSES

7.1 IIPL shall reimburse you for all authorized travel and other expenses actually and properly incurred in connection with your duties as an employee of IIPL in accordance with IIPL's travel and entertainment policy.

7.2 You agree to provide any expense information requested by IIPL together with an itemize expense account and receipts showing all monies actually expended under paragraph 7.1.

PART 8. CONFIDENTIAL INFORMATION

Seema
REGISTRAR


8.1 As used herein, the term "Confidential Information" means information disclosed to, used by, developed by, or known to you in the course of your employment with IIPL, which is not generally known by persons outside IIPL's employment including, but not limited to, information pertaining to IIPL's and/or its affiliates' trade secrets, client information, marketing methods or strategies, personnel, sources or methods of financial position, pricing, bid proposal features, methods merchandising, interest rates, sales, customer and vendor lists, Inventions (as defined below), routines, policies and business procedures, including those outlined in IIPL's Employee Guide (if any).

8.2 You acknowledge that you shall have access to and be entrusted with Confidential Information in the course of your employment with IIPL, and that IIPL's business would be irreparably harmed if such Confidential Information were disclosed to, or used by, any persons outside IIPL's employment.

8.3 You acknowledge and agree that the right to maintain the absolute confidentiality of its Confidential Information is a proprietary right, which IIPL is entitled to protect.

8.4 You undertake, covenant and agree that you will not, during the term of your employment with IIPL or at any time thereafter, directly or indirectly, by any means whatsoever, divulge, furnish, provide access to, or use for any purpose other than the purposes authorized by IIPL, any of IIPL's Confidential Information, except if (i) it is required by law or any regulatory or government authority but only after giving reasonable notice to enable IIPL to limit such disclosure to the extent possible under law; (ii) it is considered necessary by you to disclose the Confidential Information to your professional advisers, auditors and bankers provided that he does so on terms protecting the Confidential Information which are at least as stringent as those specified herein; or (iii) IIPL has given its consent in writing in relation to such disclosure.

PART 9. INVENTIONS

9.1 As used herein, "Invention" means and includes any invention, improvement, method, process, advertisement, concept, system, apparatus, design or computer program or software, system or database or copyrights, patents, trademarks and designs (whether registered or unregistered), trade secrets or know how.

9.2 You acknowledge and agree that every Invention which you may, at any time during the term of your employment with IIPL or its affiliates, make, devise, develop or conceive, individually or jointly with others, whether during IIPL's business hours or otherwise, and which relates in any manner to IIPL's business or which may be useful to IIPL in connection with IIPL's business shall belong to, and be the exclusive property of IIPL, and you will make full and prompt disclosure to IIPL of every such Invention.

9.3 You undertake to assign to IIPL, or its nominee, every such Invention and to execute all assignments or other instruments and to do any other things necessary and proper to confirm IIPL's right and title in and to every such Invention. You further undertake to perform all proper acts within your power necessary or desired by IIPL to obtain letters patented in the name of IIPL and at IIPL's expense for every such Invention in whatever countries IIPL may desire, without payment by IIPL to You of any royalty, license fee, price or additional compensation. To the extent that such assignment of the rights in the Inventions from you to the Company is held unenforceable under applicable law for any reason, you agree to irrevocably grant a worldwide, enterprise-wide, perpetual, unlimited right and license in the Inventions, to use modify, improve, interpret, compile, recompile and further assign such rights provided in the Inventions for any purpose of the Company and without identifying or seeking your consent.

9.4 You further agree and acknowledge that even if IIPL does not exercise any of the rights in any of the assigned Inventions for more than a period of 1 (one) year, such assignment of, and license to, the rights in such assigned Inventions will not lapse and such rights will not revert pursuant to Section 19(4) of the Copyright Act, 1957.

9.5 You agree that, all duties and responsibilities provided by you under this Employment Agreement are specially ordered or commissioned by the Company for its sole and exclusive use and shall constitute 'work for hire' at the instance of the Company in accordance with Section 17 (b) Copyrights Act, 1957, as amended from time to time. You will not, during or at any time after the completion, expiry or termination of this Employment Agreement in any way question or dispute the ownership of the Inventions developed, discovered, prepared, created, conceived or reduced to practice by you, either alone or jointly with others, during the course of performance of your duties under this Employment Agreement.

9.6 You may only use the Inventions to perform your duties under this Employment Agreement. You agree not to use the Inventions for your own gain. Further, you agree to not disclose any Inventions to any third party without the express written consent of the Company. To the extent any rights considered as moral rights in any jurisdiction cannot be assigned, you hereby forever waive and agree never to assert any and all moral rights that you may have in the Inventions or in respect to any Invention which you may be entitled under the law or any relevant jurisdiction even after termination of your relationship/employment with the Company and undertake to not initiate any legal proceedings to enforce any such moral rights.

9.7 The obligations contained in Part 9 hereof shall continue beyond the termination of your employment and shall be binding upon your assigns, executors, administrators and other legal representatives.

Registrar
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

PART 10. INJUNCTIVE RELIEF

10.1 You acknowledge and agree that a breach by you of any of the covenants contained in Parts 8 or 9 hereof would result in irreparable harm to IIPL's business such that IIPL could not adequately be compensated for such harm by a damage award. Accordingly, you agree that in the event of any such breach, in addition to all other remedies available to IIPL at law or in equity, IIPL shall be entitled as a matter of right to obtain from a court of competent jurisdiction such relief by way of restraining order, injunction, decree or otherwise as may be appropriate to ensure compliance with the provisions of Parts 8 or 9 herein and you waive any right to object and consents to the issuance of an injunction or interim injunction prohibiting you from breaching any of the provisions hereof.

PART 11. POLICIES AND PROCEDURE MANUAL AND CODE OF CONDUCT

11.1 You agree to comply with and be bound by the provisions of IIPL's Guide and Code of Business Conduct and Ethics.

11.2 It is understood that IIPL maintains or may maintain certain policies, which may relate to the employment of you. You agree to comply with such policies. It is agreed that the introduction and administration of such policies are within the sole discretion of IIPL. IIPL has the sole discretion to revise/amend any such policies and you agree to abide by such revised/amended policies as may/may not be notified to you. If IIPL introduces, amends or deletes such policies as conditions warrant, such introduction, deletion or amendment does not constitute a breach of this Employment Agreement.

PART 12. TERMINATION OF EMPLOYMENT

12.1 Your employment may be terminated at any time by IIPL:

a) without notice or remuneration in lieu thereof at any time:

- i) for just cause;
- ii) if you are convicted of an indictable criminal offense or become bankrupt;
- iii) if you are guilty of any misconduct which in the reasonable opinion of IIPL could injure the reputation or business of IIPL;
- iv) if you, by reason of illness or mental or physical disability or incapacity, are unable to perform your duties under this as an employee of IIPL for any period of sixty (60) consecutive calendar days; or
- v) if you breach any obligation of yours contained in this Annexure B.

b) otherwise, for convenience, upon notice of 60 days prior notice, in writing or with a payment to you in lieu of notice.

12.2 You may terminate your employment with IIPL at any time by providing IIPL with 60 days prior notice in writing to that effect.

12.3 Upon termination of your employment with IIPL for any reason, you agree that all items in possession of you in respect of IIPL's business including all files, manuals, information, Confidential Information, Inventions and documents and all equipment such as motor vehicles, cameras, tape recorders, office equipment, computers and related equipment shall remain the property of IIPL and you shall personally deliver same promptly to IIPL's office. No photostatic copy, duplication or reproduction of any kind whatsoever shall be made of such files, information or documents without the express written consent of IIPL.

12.4 The payment of the amount required pursuant to sub-paragraph 12.1 (a) if applicable, together with any amounts accrued pursuant to paragraphs 4.1 and 6.1, shall be full and final severance pay and settlement between the parties hereto and the Employee agrees that he will not be entitled to any further compensation or payment of any kind whatsoever.

PART 13. GOVERNING LAW

13.1 This document shall be construed and interpreted in accordance with Indian law and the Courts of Hyderabad shall have exclusive jurisdiction on any matters related thereto.

The terms and conditions as outlined in this Employment Agreement are subject to the terms and conditions of the Employee guide. The guide shall prevail in case of any inconsistency between this Employment Agreement and Employee guide. The Company can change the terms and conditions in the employee guide at any time without notice and the latest employee guide shall prevail over previous sessions.

PART 14. OTHER TERMS



14.1 Non-Disparagement:

a) Upon cessation of your employment with I IPL, you shall refrain from making any adverse written or oral statement or taking any action, directly or indirectly, which you know or reasonably should know to be disparaging, negative or capable of causing harm to the reputation of I IPL or its affiliates, publicly or otherwise, except as allowed or required by law. You shall also refrain from suggesting to anyone that any written or oral statements concerning I IPL or its affiliates, be made which you know or reasonably should know to be disparaging or negative, or from urging or influencing any person to make any such statement.

b) You understand that nothing in this Employment Agreement shall in any way limit or prohibit you from engaging for a lawful purpose in any Protected Activity. For purposes of this Employment Agreement, "Protected Activity" shall mean filing a charge or complaint, or otherwise communicating, cooperating, or participating with any governmental agency or regulatory body, in accordance with applicable laws.

Read and Acknowledged by:

Signature: _____
Abhishek K S

Date: _____





Annexure C: Sensitive Personal Data or Information (SPDI) Collection Statement

Throughout the course of your employment or service with Invesco India Private Limited ("IIPL"), we may collect certain Sensitive Personal Data or Information ("SPDI") from you.

The purpose of collection of SPDI includes but is not limited to: assessing an individual's qualifications and suitability including state of health for a particular job or task, administering a range of HR processes, provisioning of payroll benefits, record retention process, performance management, staff action on career development, tax-return filing, disclosures as permitted and required by law to assist in regulatory or other investigation or inspection, if any, or internal audit procedure and / or other administrative tasks ("Purposes").

The SPDI that we have collected and may collect from time to time may be used for the Purposes listed above by IIPL and/or may be transferred (whether in or outside of your employing country) to our group, affiliate or associate companies, our third party service providers such as insurers, bankers, administrators and other third party companies engaged in contractual activities on our behalf.

As per IIPL's Employment Data Protection Policy, we reserve the right to retain SPDI of employees, contractors, temporary employees, consultants, interns, trainees, prospective employees or applicants, and former employees when they cease to be employed by us for a period as allowed under applicable laws. Such SPDI may be required for any purposes, residual or ancillary to the above Purposes in relation to a former employee, including, but not limited to; the provision of job references, processing applications for the employment matters relating to retirement benefits and allowing us to fulfill other contractual or statutory obligations. Please note that you have a right to request access to or seek a correction to your SPDI in relation to your employment.

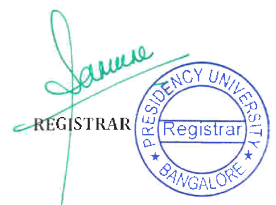
Please visit the intranet for our latest Employment Data Protection Policy should you have any enquiries concerning the SPDI collected, including obtaining copies and/ or seeking any correction. Please note that the Employment Data Protection Policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your acceptance of the Sensitive Personal Data or Information Collection Statement and acknowledge that you have read and agree to the terms of the Employment Data Protection Policy. You have the right to opt-out, in which case, you may contact the Human Resources department

Read and Acknowledged by:

Signature: _____
Abhishek K S

Date: _____





Annexure D : Notice to Potential Employees
Invesco Limited and its subsidiaries (Invesco)

Invesco, as an investment company, is highly regulated by, and abides by all applicable regulatory requirements of, the Securities and Exchange Commission (SEC). As an individual providing service to Invesco as an employee, you are subject to certain regulations established by the SEC as a condition of providing services to the corporation. This document provides you with an overview of those requirements so you know what to expect in anticipation of working with the organization.

Financial disclosure:

Due to potential access to sensitive information and records, you will be subject to disclosure of your personal investment holdings and trading activity as well as those of your immediate family while working with the company. Disclosure and other requirements may include, but may not be limited to, the following:

- a) Disclosure of direct or indirect beneficial ownership of securities held now or in the future;
- b) Clearance by Invesco before engaging in certain personal securities transactions;
- c) Reporting of certain personal securities transactions to Invesco;
- d) Restrictions on engaging in personal securities transactions or holding securities issued during an initial public offering;
- e) Restrictions on and disclosures regarding personal securities transactions involving the purchase or sale of unregistered or restricted securities;
- f) Restrictions on engaging in personal securities transactions in certain securities during certain periods of time; and
- g) Holding demat and trading accounts with an approved broker only.

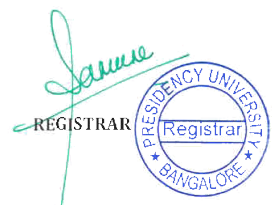
IPL's Compliance department will contact you shortly after you begin your assignment regarding disclosure requirements and pre-clearance of personal trades (if applicable).

Compliance with these requirements is a condition to any working relationship with Invesco, but does not guarantee a continued working relationship. All individuals work with Invesco on an at-will basis unless another status is agreed in writing with an authorized Invesco representative. Thank you for your cooperation and efforts toward maintaining Invesco as an organization that demonstrates the highest of ethical standards and behaviors in all of its business responsibilities.

Read and Acknowledged by:

Signature: _____
Abhishek K S

Date: _____





Annexure E: Transportation

In line with regulatory requirement and prevailing Invesco policy, Invesco provides door to door transport where applicable, for employees.

Employees whose login and log-out falls in between 7pm-7am can opt for company-provided transport facility, provided the following conditions are met:

- (I) Transport service is provided to employees who resides within 30kms radius from IIPL Office location.
- (II) It is intended that the maximum journey time should not be more than 120 minutes (one way). The calculated time is based on normal traffic conditions.

One of the prerequisites to making the Invesco offer was your proximity of residence to the Invesco office location. If you are unable to reside within the radius of Invesco Transport eligibility, during your tenure at IIPL, IIPL shall be entitled to take such necessary steps as may be required including

- (I) Ceasing the transportation facility
- (II) Termination of your employment with Invesco.

You are required to make yourself familiar with the Invesco Transport policy by reading the policy available on Intranet. More details can be obtained by contacting your Facilities Services department. Please note that the Invesco Transport policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your understanding and acceptance of the above.

Read and Acknowledged by:

Signature: _____
Abhishek K S

Date: _____





Elbin Paul
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED
15th Floor, Block 6, North Tower
Divyasree Orion
SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032
Tel +91 40 674 80000 / Fax 6748 0840
HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

March 26, 2021

Dear Elbin Paul

Congratulations! We are pleased to offer you the position of Trainee, NATA for Invesco India Pvt. Ltd. ('I IPL or Invesco') effective July 19, 2021. This position will be located in our office at DivyaSree Orion, Survey No. 66/1, Ranga Reddy District, Hyderabad 500 032. People are the foundation of our success and we believe you possess the experience, capability and talent to help us further build our organization into one of the preeminent leaders in the investment community. Speaking not only for myself, but for my colleagues as well, we look forward to the opportunity of working with you to achieve our collective objectives.

The terms and conditions of your employment with I IPL are set forth below, which, together with Annexure A (Compensation), Annexure B (Additional Terms and Conditions of Employment), Annexure C (Sensitive Personal Data or Information Collection Statement), Annexure D (Notice) and Annexure E attachment hereto and incorporated herein, shall constitute the entire agreement between you and I IPL regarding your employment with I IPL (collectively, the "Agreement"). If the terms and conditions of the Agreement meet with your approval, please evidence your acceptance of such by signing where indicated below. The terms of this offer letter, Annexure A, Annexure B, Annexure C, Annexure D, and Annexure E are collectively referred to as "Employment Agreement".

This offer and your services are contingent upon the satisfactory background investigations including employment history. Any personal references and any negative report received by the Company from any person including your existing or earlier employer shall be solely for the Company's use and confidential, and you undertake not to request for a copy thereof or base a claim of any nature against any person including the Company with regard to such report or satisfaction reached by the Company. At your request, we understand that no background check with your present employer will be initiated by us prior to expiry of 7 days of your accepting the offer letter.

Compensation

Annual CTC

You will receive an annual CTC of Rs 3,30,000 . For further details, please refer to Annexure A hereof.

Discretionary Bonus Program

In addition, you will be eligible for Invesco's annual discretionary bonus program. Your target bonus range will be between 0% – 10% of your annual CTC. Your actual bonus award will be based upon company and individual performance and subject to applicable policies of company from time to time. Any incentive or performance bonus paid by the Company to the employee shall be inclusive of the statutory annual bonus, if, where and when, the same may become payable by the Company to the employee.

Relocation Expenses:

Domestic Relocation (e.g., within India only) expense will be reimbursed if you are relocating from a location that is more than 150 Kms away from Invesco Office Location. This is a onetime payment at the time of hiring and you must provide Invesco with documentation acceptable to Invesco documenting the relocation expense. Relocation allowance must be repaid to Invesco within 30 days should your employment with Invesco be terminated for any reason, save for death, permanent disability or involuntary reduction in force within twelve months from your actual start date with Invesco. Such repayment may be made by Invesco



deducting relocation amounts from your final paycheck. Below are the details on relocation:

Level / Title	Eligible Amount
Trainee	INR 2,50,000

Note: You can utilize the allocated relocation budget against any of below Service stack (Travel, Transit Stay, Movement of Goods, Miscellaneous Expenses, Brokerage Charges, Bike/ Car Movement, Bike/ Car registration and Local Travel). However, the reimbursement amount should be within the overall relocation budget. All the reimbursement will be paid on the actuals. You must submit dully filled and signed reimbursement form along with original bill containing Vendor GST Number and payments receipts for availing the reimbursement.

Please refer the attached relocation guide for more details

Miscellaneous

Annual Leave

Your annual leave will be communicated to you separately and will not be less than 30 working days in each full year and pro-rata in any part of a year.

Leave encashment would be paid as per the prevailing policy of I IPL at the time of your cessation of employment. The annual leave policy, carry over policy and leave encashment policy can be amended by I IPL at its sole discretion from time to time.

Termination

Your employment may be terminated in accordance with the terms and conditions of Part 12 of Annexure B hereto.
Elbin Paul, we are excited to welcome you to Invesco!

Sincerely,



Mamata Vegunta
Director of HR- Hyderabad

Offer Confirmation and Acceptance

If you are agreeable to the above terms and all terms and conditions as described in the Annexures to this document and Invesco (India) Private Limited Employee Guide, please sign this letter and return to Gayathri Santhoshi (at Santhoshi.Gayithri@invesco.com) by March 29, 2021. Please be sure to retain a copy of this letter for your records.

In the event you fail to provide your acceptance of this offer by March 29, 2021, this offer shall stand rescinded.

Read and Acknowledged by:

Signature: _____
Elbin Paul

Date: _____

Start Date: _____



REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE



Elbin Paul
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED
15th Floor, Block 6, North Tower
Divyasree Orion
SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032
Tel +91 40 674 80000 / Fax 6748 0840
HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

Annexure A: Compensation Details

March 26, 2021

Name: Elbin Paul
Job Title: Trainee, NATA

	Annual Compensation (Rupees.)
Basic Salary	99,000
Bonus/ex-gratia	12,000
Special Allowance (Flexible Plan)	1,92,648
Company contribution to Provident Fund	21,600
Gratuity as per Gratuity Act	4,752
Total CTC	3,30,000

Sincerely,

Mamata Vegunta
Director of HR- Hyderabad


REGISTRAR




Elbin Paul
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED

15th Floor, Block 6, North Tower

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SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032

Tel +91 40 674 80000 / Fax 6748 0840

HR.Hyd@invesco.com

CIN# : U72200TG2012PTC078512

Annexure B: Additional Terms and Conditions of Employment:

PART 1. EMPLOYMENT AND DUTIES

1.1 You shall perform such duties, assume such responsibilities and carry out such instructions or policies as may be assigned by IIPL from time to time.

1.2 You shall at all times faithfully, diligently and to the best of your abilities perform all duties that may be required of you, and shall devote the whole of your working time, skill, experience, knowledge, labor, energy and attention exclusively to those duties and to the business and affairs of IIPL.

1.3 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you shall not, without first having obtained the written permission of IIPL, either as partner, officer, advisor, consultant, agent, employee, office bearer, contractor or otherwise, (i) be involved or become involved while this Employment Agreement is in effect or engage in any other activities that may conflict with your obligations to the Company; and (ii) carry on, own, manage, operate, join, assist, enable, have an interest in, control or otherwise engage or participate in a business similar to that of the Company or be connected (as a majority shareholder, director, officer, employee, partner, representative, lender, guarantor, distributor or advisor of, or consultant to or otherwise) in any business/ business entity which directly or indirectly is engaged in the business of the Company.

1.4 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you will not, either on your own or on behalf of any other person, firm or IIPL canvass, solicit, attempt to solicit or entice any of IIPL's customers, vendors, clients or any other employee working in IIPL.

1.5 You shall not bind IIPL to any commitment or obligations to third parties (whether in contract, tort or otherwise) without the prior approval of IIPL.

1.6 You shall in the discharge of your duties and in the exercise of your powers, observe, comply and adhere to all such prevailing laws and regulations, policies and procedures as may be applicable to IIPL, from time to time.

1.7 You represent to IIPL that you:

- (a) have the required skills and experience to perform the duties outlined in paragraph 1.2;
 - (b) are mentally and physically fit to perform the duties outlined in paragraph 1.2;
 - (c) are not using any illicit drugs;
 - (d) are not bankrupt;
 - (e) are not party to any agreement or covenant with any third party that may preclude your employment with IIPL;
- and

1.8 You agree to strictly comply with IIPL's HR policy as set out in IIPL's Employee Guide during the course of your employment with IIPL.

1.9 Working in Shift


REGISTRAR


- The normal "regular full-time" work schedule for IIPL is forty (40) working hours, not exceeding forty eight (48) working hours, during each working week.
- Daily and weekly work schedules may be changed from time to time, at the sole discretion of the Company, to meet varying business needs.
- In this regard, an employee is expected to work in any shift in a rotational basis in order to meet the business requirements. This may include working over the weekends / holidays, subject to applicable law.
- All employees are expected to adjust to these changes. Employees will be informed of changes in work schedules as far in advance as possible.
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4.1 For all services rendered by you as an employee of IIPL, you shall be entitled to total remuneration as set forth in Annexure A.

4.2 IIPL reserves the right to deduct from your salary and benefits any sums which you may owe IIPL including, without limitation, any overpayment made to you by IIPL or other deductions authorized or required by law.

4.3 In the event of any alteration of remuneration, being so notified, the alteration shall thereafter have effect as if it were specifically provided for in Annexure A.

4.4 Your remuneration will be reviewed periodically in accordance with the established Company policies.

PART 5. BENEFITS

5.1 IIPL agrees to make available to every employee from the start date, the insurance scheme or insurance cum savings scheme as may be notified by the Government at the rates, stipulated by the Government in the notification either in lump sum every year or in monthly installments as may be prescribed by the Government in the notification from time to time.

PART 6. LEAVE

6.1 You will be eligible to receive the annual leave in each full year (January to December) and pro-rata in any part of a year, in accordance with the Company policy.

6.2 Your leave entitlement shall be pro-rated for the years in which your employment with IIPL begins and terminates.

6.3 IIPL shall comply with regulatory requirements when authorizing leaves of absence for you due to medical conditions, pregnancy, childbirth, civic duties, or personal situations.

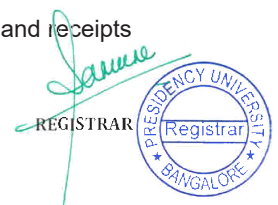
6.4 You shall request approval from your supervisor prior to taking leave.

PART 7. REIMBURSEMENT OF EXPENSES

7.1 IIPL shall reimburse you for all authorized travel and other expenses actually and properly incurred in connection with your duties as an employee of IIPL in accordance with IIPL's travel and entertainment policy.

7.2 You agree to provide any expense information requested by IIPL together with an itemize expense account and receipts showing all monies actually expended under paragraph 7.1.

PART 8. CONFIDENTIAL INFORMATION



8.1 As used herein, the term "Confidential Information" means information disclosed to, used by, developed by, or known to you in the course of your employment with IIPL, which is not generally known by persons outside IIPL's employment including, but not limited to, information pertaining to IIPL's and/or its affiliates' trade secrets, client information, marketing methods or strategies, personnel, sources or methods of financial position, pricing, bid proposal features, methods merchandising, interest rates, sales, customer and vendor lists, Inventions (as defined below), routines, policies and business procedures, including those outlined in IIPL's Employee Guide (if any).

8.2 You acknowledge that you shall have access to and be entrusted with Confidential Information in the course of your employment with IIPL, and that IIPL's business would be irreparably harmed if such Confidential Information were disclosed to, or used by, any persons outside IIPL's employment.

8.3 You acknowledge and agree that the right to maintain the absolute confidentiality of its Confidential Information is a proprietary right, which IIPL is entitled to protect.

8.4 You undertake, covenant and agree that you will not, during the term of your employment with IIPL or at any time thereafter, directly or indirectly, by any means whatsoever, divulge, furnish, provide access to, or use for any purpose other than the purposes authorized by IIPL, any of IIPL's Confidential Information, except if (i) it is required by law or any regulatory or government authority but only after giving reasonable notice to enable IIPL to limit such disclosure to the extent possible under law; (ii) it is considered necessary by you to disclose the Confidential Information to your professional advisers, auditors and bankers provided that he does so on terms protecting the Confidential Information which are at least as stringent as those specified herein; or (iii) IIPL has given its consent in writing in relation to such disclosure.

PART 9. INVENTIONS

9.1 As used herein, "Invention" means and includes any invention, improvement, method, process, advertisement, concept, system, apparatus, design or computer program or software, system or database or copyrights, patents, trademarks and designs (whether registered or unregistered), trade secrets or know how.

9.2 You acknowledge and agree that every Invention which you may, at any time during the term of your employment with IIPL or its affiliates, make, devise, develop or conceive, individually or jointly with others, whether during IIPL's business hours or otherwise, and which relates in any manner to IIPL's business or which may be useful to IIPL in connection with IIPL's business shall belong to, and be the exclusive property of IIPL, and you will make full and prompt disclosure to IIPL of every such Invention.

9.3 You undertake to assign to IIPL, or its nominee, every such Invention and to execute all assignments or other instruments and to do any other things necessary and proper to confirm IIPL's right and title in and to every such Invention. You further undertake to perform all proper acts within your power necessary or desired by IIPL to obtain letters patented in the name of IIPL and at IIPL's expense for every such Invention in whatever countries IIPL may desire, without payment by IIPL to You of any royalty, license fee, price or additional compensation. To the extent that such assignment of the rights in the Inventions from you to the Company is held unenforceable under applicable law for any reason, you agree to irrevocably grant a worldwide, enterprise-wide, perpetual, unlimited right and license in the Inventions, to use modify, improve, interpret, compile, recompile and further assign such rights provided in the Inventions for any purpose of the Company and without identifying or seeking your consent.

9.4 You further agree and acknowledge that even if IIPL does not exercise any of the rights in any of the assigned Inventions for more than a period of 1 (one) year, such assignment of, and license to, the rights in such assigned Inventions will not lapse and such rights will not revert pursuant to Section 19(4) of the Copyright Act, 1957.

9.5 You agree that, all duties and responsibilities provided by you under this Employment Agreement are specially ordered or commissioned by the Company for its sole and exclusive use and shall constitute 'work for hire' at the instance of the Company in accordance with Section 17 (b) Copyrights Act, 1957, as amended from time to time. You will not, during or at any time after the completion, expiry or termination of this Employment Agreement in any way question or dispute the ownership of the Inventions developed, discovered, prepared, created, conceived or reduced to practice by you, either alone or jointly with others, during the course of performance of your duties under this Employment Agreement.

9.6 You may only use the Inventions to perform your duties under this Employment Agreement. You agree not to use the Inventions for your own gain. Further, you agree to not disclose any Inventions to any third party without the express written consent of the Company. To the extent any rights considered as moral rights in any jurisdiction cannot be assigned, you hereby forever waive and agree never to assert any and all moral rights that you may have in the Inventions or in respect to any Invention which you may be entitled under the law or any relevant jurisdiction even after termination of your relationship/employment with the Company and undertake to not initiate any legal proceedings to enforce any such moral rights.

9.7 The obligations contained in Part 9 hereof shall continue beyond the termination of your employment and shall be binding upon your assigns, executors, administrators and other legal representatives.

Registrar
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

PART 10. INJUNCTIVE RELIEF

10.1 You acknowledge and agree that a breach by you of any of the covenants contained in Parts 8 or 9 hereof would result in irreparable harm to IIPL's business such that IIPL could not adequately be compensated for such harm by a damage award. Accordingly, you agree that in the event of any such breach, in addition to all other remedies available to IIPL at law or in equity, IIPL shall be entitled as a matter of right to obtain from a court of competent jurisdiction such relief by way of restraining order, injunction, decree or otherwise as may be appropriate to ensure compliance with the provisions of Parts 8 or 9 herein and you waive any right to object and consents to the issuance of an injunction or interim injunction prohibiting you from breaching any of the provisions hereof.

PART 11. POLICIES AND PROCEDURE MANUAL AND CODE OF CONDUCT

11.1 You agree to comply with and be bound by the provisions of IIPL's Guide and Code of Business Conduct and Ethics.

11.2 It is understood that IIPL maintains or may maintain certain policies, which may relate to the employment of you. You agree to comply with such policies. It is agreed that the introduction and administration of such policies are within the sole discretion of IIPL. IIPL has the sole discretion to revise/amend any such policies and you agree to abide by such revised/amended policies as may/may not be notified to you. If IIPL introduces, amends or deletes such policies as conditions warrant, such introduction, deletion or amendment does not constitute a breach of this Employment Agreement.

PART 12. TERMINATION OF EMPLOYMENT

12.1 Your employment may be terminated at any time by IIPL:

a) without notice or remuneration in lieu thereof at any time:

- i) for just cause;
- ii) if you are convicted of an indictable criminal offense or become bankrupt;
- iii) if you are guilty of any misconduct which in the reasonable opinion of IIPL could injure the reputation or business of IIPL;
- iv) if you, by reason of illness or mental or physical disability or incapacity, are unable to perform your duties under this as an employee of IIPL for any period of sixty (60) consecutive calendar days; or
- v) if you breach any obligation of yours contained in this Annexure B.

b) otherwise, for convenience, upon notice of 60 days prior notice, in writing or with a payment to you in lieu of notice.

12.2 You may terminate your employment with IIPL at any time by providing IIPL with 60 days prior notice in writing to that effect.

12.3 Upon termination of your employment with IIPL for any reason, you agree that all items in possession of you in respect of IIPL's business including all files, manuals, information, Confidential Information, Inventions and documents and all equipment such as motor vehicles, cameras, tape recorders, office equipment, computers and related equipment shall remain the property of IIPL and you shall personally deliver same promptly to IIPL's office. No photostatic copy, duplication or reproduction of any kind whatsoever shall be made of such files, information or documents without the express written consent of IIPL.

12.4 The payment of the amount required pursuant to sub-paragraph 12.1 (a) if applicable, together with any amounts accrued pursuant to paragraphs 4.1 and 6.1, shall be full and final severance pay and settlement between the parties hereto and the Employee agrees that he will not be entitled to any further compensation or payment of any kind whatsoever.

PART 13. GOVERNING LAW

13.1 This document shall be construed and interpreted in accordance with Indian law and the Courts of Hyderabad shall have exclusive jurisdiction on any matters related thereto.

The terms and conditions as outlined in this Employment Agreement are subject to the terms and conditions of the Employee guide. The guide shall prevail in case of any inconsistency between this Employment Agreement and Employee guide. The Company can change the terms and conditions in the employee guide at any time without notice and the latest employee guide shall prevail over previous sessions.

PART 14. OTHER TERMS



14.1 Non-Disparagement:

a) Upon cessation of your employment with I IPL, you shall refrain from making any adverse written or oral statement or taking any action, directly or indirectly, which you know or reasonably should know to be disparaging, negative or capable of causing harm to the reputation of I IPL or its affiliates, publicly or otherwise, except as allowed or required by law. You shall also refrain from suggesting to anyone that any written or oral statements concerning I IPL or its affiliates, be made which you know or reasonably should know to be disparaging or negative, or from urging or influencing any person to make any such statement.

b) You understand that nothing in this Employment Agreement shall in any way limit or prohibit you from engaging for a lawful purpose in any Protected Activity. For purposes of this Employment Agreement, "Protected Activity" shall mean filing a charge or complaint, or otherwise communicating, cooperating, or participating with any governmental agency or regulatory body, in accordance with applicable laws.

Read and Acknowledged by:

Signature: _____
Elbin Paul

Date: _____


REGISTRAR




Annexure C: Sensitive Personal Data or Information (SPDI) Collection Statement

Throughout the course of your employment or service with Invesco India Private Limited ("IIPL"), we may collect certain Sensitive Personal Data or Information ("SPDI") from you.

The purpose of collection of SPDI includes but is not limited to: assessing an individual's qualifications and suitability including state of health for a particular job or task, administering a range of HR processes, provisioning of payroll benefits, record retention process, performance management, staff action on career development, tax-return filing, disclosures as permitted and required by law to assist in regulatory or other investigation or inspection, if any, or internal audit procedure and / or other administrative tasks ("Purposes").

The SPDI that we have collected and may collect from time to time may be used for the Purposes listed above by IIPL and/or may be transferred (whether in or outside of your employing country) to our group, affiliate or associate companies, our third party service providers such as insurers, bankers, administrators and other third party companies engaged in contractual activities on our behalf.

As per IIPL's Employment Data Protection Policy, we reserve the right to retain SPDI of employees, contractors, temporary employees, consultants, interns, trainees, prospective employees or applicants, and former employees when they cease to be employed by us for a period as allowed under applicable laws. Such SPDI may be required for any purposes, residual or ancillary to the above Purposes in relation to a former employee, including, but not limited to; the provision of job references, processing applications for the employment matters relating to retirement benefits and allowing us to fulfill other contractual or statutory obligations. Please note that you have a right to request access to or seek a correction to your SPDI in relation to your employment.

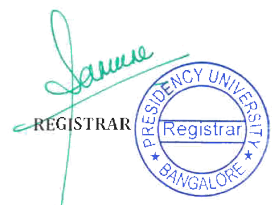
Please visit the intranet for our latest Employment Data Protection Policy should you have any enquiries concerning the SPDI collected, including obtaining copies and/ or seeking any correction. Please note that the Employment Data Protection Policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your acceptance of the Sensitive Personal Data or Information Collection Statement and acknowledge that you have read and agree to the terms of the Employment Data Protection Policy. You have the right to opt-out, in which case, you may contact the Human Resources department

Read and Acknowledged by:

Signature: _____
Elbin Paul

Date: _____





Annexure D : Notice to Potential Employees
Invesco Limited and its subsidiaries (Invesco)

Invesco, as an investment company, is highly regulated by, and abides by all applicable regulatory requirements of, the Securities and Exchange Commission (SEC). As an individual providing service to Invesco as an employee, you are subject to certain regulations established by the SEC as a condition of providing services to the corporation. This document provides you with an overview of those requirements so you know what to expect in anticipation of working with the organization.

Financial disclosure:

Due to potential access to sensitive information and records, you will be subject to disclosure of your personal investment holdings and trading activity as well as those of your immediate family while working with the company. Disclosure and other requirements may include, but may not be limited to, the following:

- a) Disclosure of direct or indirect beneficial ownership of securities held now or in the future;
- b) Clearance by Invesco before engaging in certain personal securities transactions;
- c) Reporting of certain personal securities transactions to Invesco;
- d) Restrictions on engaging in personal securities transactions or holding securities issued during an initial public offering;
- e) Restrictions on and disclosures regarding personal securities transactions involving the purchase or sale of unregistered or restricted securities;
- f) Restrictions on engaging in personal securities transactions in certain securities during certain periods of time; and
- g) Holding demat and trading accounts with an approved broker only.

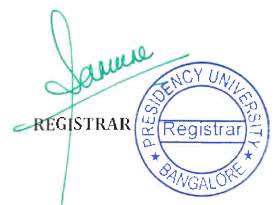
IPL's Compliance department will contact you shortly after you begin your assignment regarding disclosure requirements and pre-clearance of personal trades (if applicable).

Compliance with these requirements is a condition to any working relationship with Invesco, but does not guarantee a continued working relationship. All individuals work with Invesco on an at-will basis unless another status is agreed in writing with an authorized Invesco representative. Thank you for your cooperation and efforts toward maintaining Invesco as an organization that demonstrates the highest of ethical standards and behaviors in all of its business responsibilities.

Read and Acknowledged by:

Signature: _____
Elbin Paul

Date: _____





Annexure E: Transportation

In line with regulatory requirement and prevailing Invesco policy, Invesco provides door to door transport where applicable, for employees.

Employees whose login and log-out falls in between 7pm-7am can opt for company-provided transport facility, provided the following conditions are met:

- (I) Transport service is provided to employees who resides within 30kms radius from IIPL Office location.
- (II) It is intended that the maximum journey time should not be more than 120 minutes (one way). The calculated time is based on normal traffic conditions.

One of the prerequisites to making the Invesco offer was your proximity of residence to the Invesco office location. If you are unable to reside within the radius of Invesco Transport eligibility, during your tenure at IIPL, IIPL shall be entitled to take such necessary steps as may be required including

- (I) Ceasing the transportation facility
- (II) Termination of your employment with Invesco.

You are required to make yourself familiar with the Invesco Transport policy by reading the policy available on Intranet. More details can be obtained by contacting your Facilities Services department. Please note that the Invesco Transport policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your understanding and acceptance of the above.

Read and Acknowledged by:

Signature: _____
Elbin Paul

Date: _____





Mohammed Dhaniyal
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED

15th Floor, Block 6, North Tower

Divyasree Orion

SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032

Tel +91 40 674 80000 / Fax 6748 0840

HR.Hyd@invesco.com

CIN# : U72200TG2012PTC078512

March 26, 2021

Dear Mohammed Dhaniyal

Congratulations! We are pleased to offer you the position of Trainee, NATA for Invesco India Pvt. Ltd. ('I IPL or Invesco') effective July 19, 2021. This position will be located in our office at DivyaSree Orion, Survey No. 66/1, Ranga Reddy District, Hyderabad 500 032. People are the foundation of our success and we believe you possess the experience, capability and talent to help us further build our organization into one of the preeminent leaders in the investment community. Speaking not only for myself, but for my colleagues as well, we look forward to the opportunity of working with you to achieve our collective objectives.

The terms and conditions of your employment with I IPL are set forth below, which, together with Annexure A (Compensation), Annexure B (Additional Terms and Conditions of Employment), Annexure C (Sensitive Personal Data or Information Collection Statement), Annexure D (Notice) and Annexure E attachment hereto and incorporated herein, shall constitute the entire agreement between you and I IPL regarding your employment with I IPL (collectively, the "Agreement"). If the terms and conditions of the Agreement meet with your approval, please evidence your acceptance of such by signing where indicated below. The terms of this offer letter, Annexure A, Annexure B, Annexure C, Annexure D, and Annexure E are collectively referred to as "Employment Agreement".

This offer and your services are contingent upon the satisfactory background investigations including employment history. Any personal references and any negative report received by the Company from any person including your existing or earlier employer shall be solely for the Company's use and confidential, and you undertake not to request for a copy thereof or base a claim of any nature against any person including the Company with regard to such report or satisfaction reached by the Company. At your request, we understand that no background check with your present employer will be initiated by us prior to expiry of 7 days of your accepting the offer letter.

Compensation

Annual CTC

You will receive an annual CTC of Rs 3,30,000 . For further details, please refer to Annexure A hereof.

Discretionary Bonus Program

In addition, you will be eligible for Invesco's annual discretionary bonus program. Your target bonus range will be between 0% – 10% of your annual CTC. Your actual bonus award will be based upon company and individual performance and subject to applicable policies of company from time to time. Any incentive or performance bonus paid by the Company to the employee shall be inclusive of the statutory annual bonus, if, where and when, the same may become payable by the Company to the employee.

Relocation Expenses:

Domestic Relocation (e.g., within India only) expense will be reimbursed if you are relocating from a location that is more than 150 Kms away from Invesco Office Location. This is a onetime payment at the time of hiring and you must provide Invesco with documentation acceptable to Invesco documenting the relocation expense. Relocation allowance must be repaid to Invesco within 30 days should your employment with Invesco be terminated for any reason, save for death, permanent disability or involuntary reduction in force within twelve months from your actual start date with Invesco. Such repayment may be made by Invesco

REGISTRAR



deducting relocation amounts from your final paycheck. Below are the details on relocation:

Level / Title	Eligible Amount
Trainee	INR 2,50,000

Note: You can utilize the allocated relocation budget against any of below Service stack (Travel, Transit Stay, Movement of Goods, Miscellaneous Expenses, Brokerage Charges, Bike/ Car Movement, Bike/ Car registration and Local Travel). However, the reimbursement amount should be within the overall relocation budget. All the reimbursement will be paid on the actuals. You must submit dully filled and signed reimbursement form along with original bill containing Vendor GST Number and payments receipts for availing the reimbursement.

Please refer the attached relocation guide for more details

Miscellaneous

Annual Leave

Your annual leave will be communicated to you separately and will not be less than 30 working days in each full year and pro-rata in any part of a year.

Leave encashment would be paid as per the prevailing policy of I IPL at the time of your cessation of employment. The annual leave policy, carry over policy and leave encashment policy can be amended by I IPL at its sole discretion from time to time.

Termination

Your employment may be terminated in accordance with the terms and conditions of Part 12 of Annexure B hereto. Mohammed Dhaniyal, we are excited to welcome you to Invesco!

Sincerely,



Mamata Vegunta
Director of HR- Hyderabad

Offer Confirmation and Acceptance

If you are agreeable to the above terms and all terms and conditions as described in the Annexures to this document and Invesco (India) Private Limited Employee Guide, please sign this letter and return to Gayathri Santhoshi (at Santhoshi.Gayithri@invesco.com) by March 29, 2021. Please be sure to retain a copy of this letter for your records.



In the event you fail to provide your acceptance of this offer by March 29, 2021, this offer shall stand rescinded.

Read and Acknowledged by:

Signature: _____
Mohammed Dhaniyal

Date: _____

Start Date: _____


REGISTRAR




Mohammed Dhaniyal
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED
15th Floor, Block 6, North Tower
Divyasree Orion
SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032
Tel +91 40 674 80000 / Fax 6748 0840
HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

Annexure A: Compensation Details

March 26, 2021

Name: Mohammed Dhaniyal
Job Title: Trainee, NATA

	Annual Compensation (Rupees.)
Basic Salary	99,000
Bonus/ex-gratia	12,000
Special Allowance (Flexible Plan)	1,92,648
Company contribution to Provident Fund	21,600
Gratuity as per Gratuity Act	4,752
Total CTC	3,30,000

Sincerely,

Mamata Vegunta
Director of HR- Hyderabad


REGISTRAR




Mohammed Dhaniyal
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED

15th Floor, Block 6, North Tower

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Tel +91 40 674 80000 / Fax 6748 0840

HR.Hyd@invesco.com

CIN# : U72200TG2012PTC078512

Annexure B: Additional Terms and Conditions of Employment:

PART 1. EMPLOYMENT AND DUTIES

1.1 You shall perform such duties, assume such responsibilities and carry out such instructions or policies as may be assigned by IIPL from time to time.

1.2 You shall at all times faithfully, diligently and to the best of your abilities perform all duties that may be required of you, and shall devote the whole of your working time, skill, experience, knowledge, labor, energy and attention exclusively to those duties and to the business and affairs of IIPL.

1.3 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you shall not, without first having obtained the written permission of IIPL, either as partner, officer, advisor, consultant, agent, employee, office bearer, contractor or otherwise, (i) be involved or become involved while this Employment Agreement is in effect or engage in any other activities that may conflict with your obligations to the Company; and (ii) carry on, own, manage, operate, join, assist, enable, have an interest in, control or otherwise engage or participate in a business similar to that of the Company or be connected (as a majority shareholder, director, officer, employee, partner, representative, lender, guarantor, distributor or advisor of, or consultant to or otherwise) in any business/ business entity which directly or indirectly is engaged in the business of the Company.

1.4 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you will not, either on your own or on behalf of any other person, firm or IIPL canvass, solicit, attempt to solicit or entice any of IIPL's customers, vendors, clients or any other employee working in IIPL.

1.5 You shall not bind IIPL to any commitment or obligations to third parties (whether in contract, tort or otherwise) without the prior approval of IIPL.

1.6 You shall in the discharge of your duties and in the exercise of your powers, observe, comply and adhere to all such prevailing laws and regulations, policies and procedures as may be applicable to IIPL, from time to time.

1.7 You represent to IIPL that you:

- (a) have the required skills and experience to perform the duties outlined in paragraph 1.2;
 - (b) are mentally and physically fit to perform the duties outlined in paragraph 1.2;
 - (c) are not using any illicit drugs;
 - (d) are not bankrupt;
 - (e) are not party to any agreement or covenant with any third party that may preclude your employment with IIPL;
- and

1.8 You agree to strictly comply with IIPL's HR policy as set out in IIPL's Employee Guide during the course of your employment with IIPL.

1.9 Working in Shift


REGISTRAR


- The normal "regular full-time" work schedule for IIPL is forty (40) working hours, not exceeding forty eight (48) working hours, during each working week.
- Daily and weekly work schedules may be changed from time to time, at the sole discretion of the Company, to meet varying business needs.
- In this regard, an employee is expected to work in any shift in a rotational basis in order to meet the business requirements. This may include working over the weekends / holidays, subject to applicable law.
- All employees are expected to adjust to these changes. Employees will be informed of changes in work schedules as far in advance as possible.
- All benefits contingent to working on shifts are guided by the Shift Allowance policy as described in the Employee Guide.

PART 2. TERM OF EMPLOYMENT

2.1 Once your employment has commenced, it shall continue until terminated as hereinafter provided in Part 12, provided however that Parts 8 and 9, shall remain effective after the termination of employment hereunder.

PART 3. TRANSFERS AND PROMOTIONS

3.1 All transfers and promotions will be considered on an individual basis and in line with IIPL's policy.

3.2 IIPL may, at its discretion, transfer you to any business location of IIPL or its affiliates in accordance with the Employee Guide.

PART 4. REMUNERATION

4.1 For all services rendered by you as an employee of IIPL, you shall be entitled to total remuneration as set forth in Annexure A.

4.2 IIPL reserves the right to deduct from your salary and benefits any sums which you may owe IIPL including, without limitation, any overpayment made to you by IIPL or other deductions authorized or required by law.

4.3 In the event of any alteration of remuneration, being so notified, the alteration shall thereafter have effect as if it were specifically provided for in Annexure A.

4.4 Your remuneration will be reviewed periodically in accordance with the established Company policies.

PART 5. BENEFITS

5.1 IIPL agrees to make available to every employee from the start date, the insurance scheme or insurance cum savings scheme as may be notified by the Government at the rates, stipulated by the Government in the notification either in lump sum every year or in monthly installments as may be prescribed by the Government in the notification from time to time.

PART 6. LEAVE

6.1 You will be eligible to receive the annual leave in each full year (January to December) and pro-rata in any part of a year, in accordance with the Company policy.

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6.3 IIPL shall comply with regulatory requirements when authorizing leaves of absence for you due to medical conditions, pregnancy, childbirth, civic duties, or personal situations.

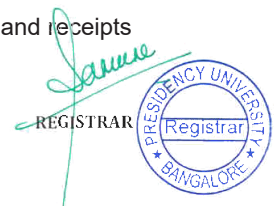
6.4 You shall request approval from your supervisor prior to taking leave.

PART 7. REIMBURSEMENT OF EXPENSES

7.1 IIPL shall reimburse you for all authorized travel and other expenses actually and properly incurred in connection with your duties as an employee of IIPL in accordance with IIPL's travel and entertainment policy.

7.2 You agree to provide any expense information requested by IIPL together with an itemize expense account and receipts showing all monies actually expended under paragraph 7.1.

PART 8. CONFIDENTIAL INFORMATION



8.1 As used herein, the term "Confidential Information" means information disclosed to, used by, developed by, or known to you in the course of your employment with IIPL, which is not generally known by persons outside IIPL's employment including, but not limited to, information pertaining to IIPL's and/or its affiliates' trade secrets, client information, marketing methods or strategies, personnel, sources or methods of financial position, pricing, bid proposal features, methods merchandising, interest rates, sales, customer and vendor lists, Inventions (as defined below), routines, policies and business procedures, including those outlined in IIPL's Employee Guide (if any).

8.2 You acknowledge that you shall have access to and be entrusted with Confidential Information in the course of your employment with IIPL, and that IIPL's business would be irreparably harmed if such Confidential Information were disclosed to, or used by, any persons outside IIPL's employment.

8.3 You acknowledge and agree that the right to maintain the absolute confidentiality of its Confidential Information is a proprietary right, which IIPL is entitled to protect.

8.4 You undertake, covenant and agree that you will not, during the term of your employment with IIPL or at any time thereafter, directly or indirectly, by any means whatsoever, divulge, furnish, provide access to, or use for any purpose other than the purposes authorized by IIPL, any of IIPL's Confidential Information, except if (i) it is required by law or any regulatory or government authority but only after giving reasonable notice to enable IIPL to limit such disclosure to the extent possible under law; (ii) it is considered necessary by you to disclose the Confidential Information to your professional advisers, auditors and bankers provided that he does so on terms protecting the Confidential Information which are at least as stringent as those specified herein; or (iii) IIPL has given its consent in writing in relation to such disclosure.

PART 9. INVENTIONS

9.1 As used herein, "Invention" means and includes any invention, improvement, method, process, advertisement, concept, system, apparatus, design or computer program or software, system or database or copyrights, patents, trademarks and designs (whether registered or unregistered), trade secrets or know how.

9.2 You acknowledge and agree that every Invention which you may, at any time during the term of your employment with IIPL or its affiliates, make, devise, develop or conceive, individually or jointly with others, whether during IIPL's business hours or otherwise, and which relates in any manner to IIPL's business or which may be useful to IIPL in connection with IIPL's business shall belong to, and be the exclusive property of IIPL, and you will make full and prompt disclosure to IIPL of every such Invention.

9.3 You undertake to assign to IIPL, or its nominee, every such Invention and to execute all assignments or other instruments and to do any other things necessary and proper to confirm IIPL's right and title in and to every such Invention. You further undertake to perform all proper acts within your power necessary or desired by IIPL to obtain letters patented in the name of IIPL and at IIPL's expense for every such Invention in whatever countries IIPL may desire, without payment by IIPL to You of any royalty, license fee, price or additional compensation. To the extent that such assignment of the rights in the Inventions from you to the Company is held unenforceable under applicable law for any reason, you agree to irrevocably grant a worldwide, enterprise-wide, perpetual, unlimited right and license in the Inventions, to use modify, improve, interpret, compile, recompile and further assign such rights provided in the Inventions for any purpose of the Company and without identifying or seeking your consent.

9.4 You further agree and acknowledge that even if IIPL does not exercise any of the rights in any of the assigned Inventions for more than a period of 1 (one) year, such assignment of, and license to, the rights in such assigned Inventions will not lapse and such rights will not revert pursuant to Section 19(4) of the Copyright Act, 1957.

9.5 You agree that, all duties and responsibilities provided by you under this Employment Agreement are specially ordered or commissioned by the Company for its sole and exclusive use and shall constitute 'work for hire' at the instance of the Company in accordance with Section 17 (b) Copyrights Act, 1957, as amended from time to time. You will not, during or at any time after the completion, expiry or termination of this Employment Agreement in any way question or dispute the ownership of the Inventions developed, discovered, prepared, created, conceived or reduced to practice by you, either alone or jointly with others, during the course of performance of your duties under this Employment Agreement.

9.6 You may only use the Inventions to perform your duties under this Employment Agreement. You agree not to use the Inventions for your own gain. Further, you agree to not disclose any Inventions to any third party without the express written consent of the Company. To the extent any rights considered as moral rights in any jurisdiction cannot be assigned, you hereby forever waive and agree never to assert any and all moral rights that you may have in the Inventions or in respect to any Invention which you may be entitled under the law or any relevant jurisdiction even after termination of your relationship/employment with the Company and undertake to not initiate any legal proceedings to enforce any such moral rights.

9.7 The obligations contained in Part 9 hereof shall continue beyond the termination of your employment and shall be binding upon your assigns, executors, administrators and other legal representatives.

Registrar
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BANGALORE

PART 10. INJUNCTIVE RELIEF

10.1 You acknowledge and agree that a breach by you of any of the covenants contained in Parts 8 or 9 hereof would result in irreparable harm to IIPL's business such that IIPL could not adequately be compensated for such harm by a damage award. Accordingly, you agree that in the event of any such breach, in addition to all other remedies available to IIPL at law or in equity, IIPL shall be entitled as a matter of right to obtain from a court of competent jurisdiction such relief by way of restraining order, injunction, decree or otherwise as may be appropriate to ensure compliance with the provisions of Parts 8 or 9 herein and you waive any right to object and consents to the issuance of an injunction or interim injunction prohibiting you from breaching any of the provisions hereof.

PART 11. POLICIES AND PROCEDURE MANUAL AND CODE OF CONDUCT

11.1 You agree to comply with and be bound by the provisions of IIPL's Guide and Code of Business Conduct and Ethics.

11.2 It is understood that IIPL maintains or may maintain certain policies, which may relate to the employment of you. You agree to comply with such policies. It is agreed that the introduction and administration of such policies are within the sole discretion of IIPL. IIPL has the sole discretion to revise/amend any such policies and you agree to abide by such revised/amended policies as may/may not be notified to you. If IIPL introduces, amends or deletes such policies as conditions warrant, such introduction, deletion or amendment does not constitute a breach of this Employment Agreement.

PART 12. TERMINATION OF EMPLOYMENT

12.1 Your employment may be terminated at any time by IIPL:

a) without notice or remuneration in lieu thereof at any time:

- i) for just cause;
- ii) if you are convicted of an indictable criminal offense or become bankrupt;
- iii) if you are guilty of any misconduct which in the reasonable opinion of IIPL could injure the reputation or business of IIPL;
- iv) if you, by reason of illness or mental or physical disability or incapacity, are unable to perform your duties under this as an employee of IIPL for any period of sixty (60) consecutive calendar days; or
- v) if you breach any obligation of yours contained in this Annexure B.

b) otherwise, for convenience, upon notice of 60 days prior notice, in writing or with a payment to you in lieu of notice.

12.2 You may terminate your employment with IIPL at any time by providing IIPL with 60 days prior notice in writing to that effect.

12.3 Upon termination of your employment with IIPL for any reason, you agree that all items in possession of you in respect of IIPL's business including all files, manuals, information, Confidential Information, Inventions and documents and all equipment such as motor vehicles, cameras, tape recorders, office equipment, computers and related equipment shall remain the property of IIPL and you shall personally deliver same promptly to IIPL's office. No photostatic copy, duplication or reproduction of any kind whatsoever shall be made of such files, information or documents without the express written consent of IIPL.

12.4 The payment of the amount required pursuant to sub-paragraph 12.1 (a) if applicable, together with any amounts accrued pursuant to paragraphs 4.1 and 6.1, shall be full and final severance pay and settlement between the parties hereto and the Employee agrees that he will not be entitled to any further compensation or payment of any kind whatsoever.

PART 13. GOVERNING LAW

13.1 This document shall be construed and interpreted in accordance with Indian law and the Courts of Hyderabad shall have exclusive jurisdiction on any matters related thereto.

The terms and conditions as outlined in this Employment Agreement are subject to the terms and conditions of the Employee guide. The guide shall prevail in case of any inconsistency between this Employment Agreement and Employee guide. The Company can change the terms and conditions in the employee guide at any time without notice and the latest employee guide shall prevail over previous sessions.

PART 14. OTHER TERMS



14.1 Non-Disparagement:

a) Upon cessation of your employment with I IPL, you shall refrain from making any adverse written or oral statement or taking any action, directly or indirectly, which you know or reasonably should know to be disparaging, negative or capable of causing harm to the reputation of I IPL or its affiliates, publicly or otherwise, except as allowed or required by law. You shall also refrain from suggesting to anyone that any written or oral statements concerning I IPL or its affiliates, be made which you know or reasonably should know to be disparaging or negative, or from urging or influencing any person to make any such statement.

b) You understand that nothing in this Employment Agreement shall in any way limit or prohibit you from engaging for a lawful purpose in any Protected Activity. For purposes of this Employment Agreement, "Protected Activity" shall mean filing a charge or complaint, or otherwise communicating, cooperating, or participating with any governmental agency or regulatory body, in accordance with applicable laws.

Read and Acknowledged by:

Signature: _____
Mohammed Dhaniyal

Date: _____





Annexure C: Sensitive Personal Data or Information (SPDI) Collection Statement

Throughout the course of your employment or service with Invesco India Private Limited ("IIPL"), we may collect certain Sensitive Personal Data or Information ("SPDI") from you.

The purpose of collection of SPDI includes but is not limited to: assessing an individual's qualifications and suitability including state of health for a particular job or task, administering a range of HR processes, provisioning of payroll benefits, record retention process, performance management, staff action on career development, tax-return filing, disclosures as permitted and required by law to assist in regulatory or other investigation or inspection, if any, or internal audit procedure and / or other administrative tasks ("Purposes").

The SPDI that we have collected and may collect from time to time may be used for the Purposes listed above by IIPL and/or may be transferred (whether in or outside of your employing country) to our group, affiliate or associate companies, our third party service providers such as insurers, bankers, administrators and other third party companies engaged in contractual activities on our behalf.

As per IIPL's Employment Data Protection Policy, we reserve the right to retain SPDI of employees, contractors, temporary employees, consultants, interns, trainees, prospective employees or applicants, and former employees when they cease to be employed by us for a period as allowed under applicable laws. Such SPDI may be required for any purposes, residual or ancillary to the above Purposes in relation to a former employee, including, but not limited to; the provision of job references, processing applications for the employment matters relating to retirement benefits and allowing us to fulfill other contractual or statutory obligations. Please note that you have a right to request access to or seek a correction to your SPDI in relation to your employment.

Please visit the intranet for our latest Employment Data Protection Policy should you have any enquiries concerning the SPDI collected, including obtaining copies and/ or seeking any correction. Please note that the Employment Data Protection Policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your acceptance of the Sensitive Personal Data or Information Collection Statement and acknowledge that you have read and agree to the terms of the Employment Data Protection Policy. You have the right to opt-out, in which case, you may contact the Human Resources department

Read and Acknowledged by:

Signature: _____
Mohammed Dhaniyal

Date: _____





Annexure D : Notice to Potential Employees
Invesco Limited and its subsidiaries (Invesco)

Invesco, as an investment company, is highly regulated by, and abides by all applicable regulatory requirements of, the Securities and Exchange Commission (SEC). As an individual providing service to Invesco as an employee, you are subject to certain regulations established by the SEC as a condition of providing services to the corporation. This document provides you with an overview of those requirements so you know what to expect in anticipation of working with the organization.

Financial disclosure:

Due to potential access to sensitive information and records, you will be subject to disclosure of your personal investment holdings and trading activity as well as those of your immediate family while working with the company. Disclosure and other requirements may include, but may not be limited to, the following:

- a) Disclosure of direct or indirect beneficial ownership of securities held now or in the future;
- b) Clearance by Invesco before engaging in certain personal securities transactions;
- c) Reporting of certain personal securities transactions to Invesco;
- d) Restrictions on engaging in personal securities transactions or holding securities issued during an initial public offering;
- e) Restrictions on and disclosures regarding personal securities transactions involving the purchase or sale of unregistered or restricted securities;
- f) Restrictions on engaging in personal securities transactions in certain securities during certain periods of time; and
- g) Holding demat and trading accounts with an approved broker only.

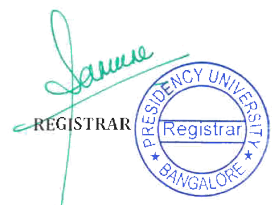
IPL's Compliance department will contact you shortly after you begin your assignment regarding disclosure requirements and pre-clearance of personal trades (if applicable).

Compliance with these requirements is a condition to any working relationship with Invesco, but does not guarantee a continued working relationship. All individuals work with Invesco on an at-will basis unless another status is agreed in writing with an authorized Invesco representative. Thank you for your cooperation and efforts toward maintaining Invesco as an organization that demonstrates the highest of ethical standards and behaviors in all of its business responsibilities.

Read and Acknowledged by:

Signature: _____
Mohammed Dhaniyal

Date: _____





Annexure E: Transportation

In line with regulatory requirement and prevailing Invesco policy, Invesco provides door to door transport where applicable, for employees.

Employees whose login and log-out falls in between 7pm-7am can opt for company-provided transport facility, provided the following conditions are met:

- (I) Transport service is provided to employees who resides within 30kms radius from IIPL Office location.
- (II) It is intended that the maximum journey time should not be more than 120 minutes (one way). The calculated time is based on normal traffic conditions.

One of the prerequisites to making the Invesco offer was your proximity of residence to the Invesco office location. If you are unable to reside within the radius of Invesco Transport eligibility, during your tenure at IIPL, IIPL shall be entitled to take such necessary steps as may be required including

- (I) Ceasing the transportation facility
- (II) Termination of your employment with Invesco.

You are required to make yourself familiar with the Invesco Transport policy by reading the policy available on Intranet. More details can be obtained by contacting your Facilities Services department. Please note that the Invesco Transport policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your understanding and acceptance of the above.

Read and Acknowledged by:

Signature: _____
Mohammed Dhaniyal

Date: _____





Babu H K
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED
15th Floor, Block 6, North Tower
Divyasree Orion
SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032
Tel +91 40 674 80000 / Fax 6748 0840
HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

March 26, 2021

Dear Babu H K

Congratulations! We are pleased to offer you the position of Trainee, NATA for Invesco India Pvt. Ltd. ('I IPL or Invesco') effective July 19, 2021. This position will be located in our office at DivyaSree Orion, Survey No. 66/1, Ranga Reddy District, Hyderabad 500 032. People are the foundation of our success and we believe you possess the experience, capability and talent to help us further build our organization into one of the preeminent leaders in the investment community. Speaking not only for myself, but for my colleagues as well, we look forward to the opportunity of working with you to achieve our collective objectives.

The terms and conditions of your employment with I IPL are set forth below, which, together with Annexure A (Compensation), Annexure B (Additional Terms and Conditions of Employment), Annexure C (Sensitive Personal Data or Information Collection Statement), Annexure D (Notice) and Annexure E attachment hereto and incorporated herein, shall constitute the entire agreement between you and I IPL regarding your employment with I IPL (collectively, the "Agreement"). If the terms and conditions of the Agreement meet with your approval, please evidence your acceptance of such by signing where indicated below. The terms of this offer letter, Annexure A, Annexure B, Annexure C, Annexure D, and Annexure E are collectively referred to as "Employment Agreement".

This offer and your services are contingent upon the satisfactory background investigations including employment history. Any personal references and any negative report received by the Company from any person including your existing or earlier employer shall be solely for the Company's use and confidential, and you undertake not to request for a copy thereof or base a claim of any nature against any person including the Company with regard to such report or satisfaction reached by the Company. At your request, we understand that no background check with your present employer will be initiated by us prior to expiry of 7 days of your accepting the offer letter.

Compensation

Annual CTC

You will receive an annual CTC of Rs 3,30,000 . For further details, please refer to Annexure A hereof.

Discretionary Bonus Program

In addition, you will be eligible for Invesco's annual discretionary bonus program. Your target bonus range will be between 0% – 10% of your annual CTC. Your actual bonus award will be based upon company and individual performance and subject to applicable policies of company from time to time. Any incentive or performance bonus paid by the Company to the employee shall be inclusive of the statutory annual bonus, if, where and when, the same may become payable by the Company to the employee.

Relocation Expenses:

Domestic Relocation (e.g., within India only) expense will be reimbursed if you are relocating from a location that is more than 150 Kms away from Invesco Office Location. This is a onetime payment at the time of hiring and you must provide Invesco with documentation acceptable to Invesco documenting the relocation expense. Relocation allowance must be repaid to Invesco within 30 days should your employment with Invesco be terminated for any reason, save for death, permanent disability or involuntary reduction in force within twelve months from your actual start date with Invesco. Such repayment may be made by Invesco

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deducting relocation amounts from your final paycheck. Below are the details on relocation:

Level / Title	Eligible Amount
Trainee	INR 2,50,000

Note: You can utilize the allocated relocation budget against any of below Service stack (Travel, Transit Stay, Movement of Goods, Miscellaneous Expenses, Brokerage Charges, Bike/ Car Movement, Bike/ Car registration and Local Travel). However, the reimbursement amount should be within the overall relocation budget. All the reimbursement will be paid on the actuals. You must submit dully filled and signed reimbursement form along with original bill containing Vendor GST Number and payments receipts for availing the reimbursement.

Please refer the attached relocation guide for more details

Miscellaneous

Annual Leave

Your annual leave will be communicated to you separately and will not be less than 30 working days in each full year and pro-rata in any part of a year.

Leave encashment would be paid as per the prevailing policy of IIPPL at the time of your cessation of employment. The annual leave policy, carry over policy and leave encashment policy can be amended by IIPPL at its sole discretion from time to time.

Termination

Your employment may be terminated in accordance with the terms and conditions of Part 12 of Annexure B hereto.

Babu H K, we are excited to welcome you to Invesco!

Sincerely,



Mamata Vegunta
Director of HR- Hyderabad

Offer Confirmation and Acceptance

If you are agreeable to the above terms and all terms and conditions as described in the Annexures to this document and Invesco (India) Private Limited Employee Guide, please sign this letter and return to Gayathri Santhoshi (at Santhoshi.Gayithri@invesco.com) by March 29, 2021. Please be sure to retain a copy of this letter for your records.


In the event you fail to provide your acceptance of this offer by March 29, 2021, this offer shall stand rescinded.

Read and Acknowledged by:

Signature: _____
Babu H K

Date: _____

Start Date: _____


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



Babu H K
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED
15th Floor, Block 6, North Tower
Divyasree Orion
SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032
Tel +91 40 674 80000 / Fax 6748 0840
HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

Annexure A: Compensation Details

March 26, 2021

Name: Babu H K
Job Title: Trainee, NATA

	Annual Compensation (Rupees.)
Basic Salary	99,000
Bonus/ex-gratia	12,000
Special Allowance (Flexible Plan)	1,92,648
Company contribution to Provident Fund	21,600
Gratuity as per Gratuity Act	4,752
Total CTC	3,30,000

Sincerely,

Mamata Vegunta
Director of HR- Hyderabad


REGISTRAR




Babu H K
Presidency University
Bengaluru 560064

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Tel +91 40 674 80000 / Fax 6748 0840

HR.Hyd@invesco.com

CIN# : U72200TG2012PTC078512

Annexure B: Additional Terms and Conditions of Employment:

PART 1. EMPLOYMENT AND DUTIES

1.1 You shall perform such duties, assume such responsibilities and carry out such instructions or policies as may be assigned by IIPL from time to time.

1.2 You shall at all times faithfully, diligently and to the best of your abilities perform all duties that may be required of you, and shall devote the whole of your working time, skill, experience, knowledge, labor, energy and attention exclusively to those duties and to the business and affairs of IIPL.

1.3 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you shall not, without first having obtained the written permission of IIPL, either as partner, officer, advisor, consultant, agent, employee, office bearer, contractor or otherwise, (i) be involved or become involved while this Employment Agreement is in effect or engage in any other activities that may conflict with your obligations to the Company; and (ii) carry on, own, manage, operate, join, assist, enable, have an interest in, control or otherwise engage or participate in a business similar to that of the Company or be connected (as a majority shareholder, director, officer, employee, partner, representative, lender, guarantor, distributor or advisor of, or consultant to or otherwise) in any business/ business entity which directly or indirectly is engaged in the business of the Company.

1.4 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you will not, either on your own or on behalf of any other person, firm or IIPL canvass, solicit, attempt to solicit or entice any of IIPL's customers, vendors, clients or any other employee working in IIPL.

1.5 You shall not bind IIPL to any commitment or obligations to third parties (whether in contract, tort or otherwise) without the prior approval of IIPL.



1.6 You shall in the discharge of your duties and in the exercise of your powers, observe, comply and adhere to all such prevailing laws and regulations, policies and procedures as may be applicable to IIPL, from time to time.

1.7 You represent to IIPL that you:

- (a) have the required skills and experience to perform the duties outlined in paragraph 1.2;
 - (b) are mentally and physically fit to perform the duties outlined in paragraph 1.2;
 - (c) are not using any illicit drugs;
 - (d) are not bankrupt;
 - (e) are not party to any agreement or covenant with any third party that may preclude your employment with IIPL;
- and

1.8 You agree to strictly comply with IIPL's HR policy as set out in IIPL's Employee Guide during the course of your employment with IIPL.

1.9 Working in Shift


REGISTRAR


- The normal "regular full-time" work schedule for IIPL is forty (40) working hours, not exceeding forty eight (48) working hours, during each working week.
- Daily and weekly work schedules may be changed from time to time, at the sole discretion of the Company, to meet varying business needs.
- In this regard, an employee is expected to work in any shift in a rotational basis in order to meet the business requirements. This may include working over the weekends / holidays, subject to applicable law.
- All employees are expected to adjust to these changes. Employees will be informed of changes in work schedules as far in advance as possible.
- All benefits contingent to working on shifts are guided by the Shift Allowance policy as described in the Employee Guide.

PART 2. TERM OF EMPLOYMENT

2.1 Once your employment has commenced, it shall continue until terminated as hereinafter provided in Part 12, provided however that Parts 8 and 9, shall remain effective after the termination of employment hereunder.

PART 3. TRANSFERS AND PROMOTIONS

3.1 All transfers and promotions will be considered on an individual basis and in line with IIPL's policy.

3.2 IIPL may, at its discretion, transfer you to any business location of IIPL or its affiliates in accordance with the Employee Guide.

PART 4. REMUNERATION

4.1 For all services rendered by you as an employee of IIPL, you shall be entitled to total remuneration as set forth in Annexure A.

4.2 IIPL reserves the right to deduct from your salary and benefits any sums which you may owe IIPL including, without limitation, any overpayment made to you by IIPL or other deductions authorized or required by law.

4.3 In the event of any alteration of remuneration, being so notified, the alteration shall thereafter have effect as if it were specifically provided for in Annexure A.

4.4 Your remuneration will be reviewed periodically in accordance with the established Company policies.

PART 5. BENEFITS

5.1 IIPL agrees to make available to every employee from the start date, the insurance scheme or insurance cum savings scheme as may be notified by the Government at the rates, stipulated by the Government in the notification either in lump sum every year or in monthly installments as may be prescribed by the Government in the notification from time to time.

PART 6. LEAVE

6.1 You will be eligible to receive the annual leave in each full year (January to December) and pro-rata in any part of a year, in accordance with the Company policy.

6.2 Your leave entitlement shall be pro-rated for the years in which your employment with IIPL begins and terminates.

6.3 IIPL shall comply with regulatory requirements when authorizing leaves of absence for you due to medical conditions, pregnancy, childbirth, civic duties, or personal situations.


6.4 You shall request approval from your supervisor prior to taking leave.

PART 7. REIMBURSEMENT OF EXPENSES

7.1 IIPL shall reimburse you for all authorized travel and other expenses actually and properly incurred in connection with your duties as an employee of IIPL in accordance with IIPL's travel and entertainment policy.

7.2 You agree to provide any expense information requested by IIPL together with an itemize expense account and receipts showing all monies actually expended under paragraph 7.1.

PART 8. CONFIDENTIAL INFORMATION

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8.1 As used herein, the term "Confidential Information" means information disclosed to, used by, developed by, or known to you in the course of your employment with IIPL, which is not generally known by persons outside IIPL's employment including, but not limited to, information pertaining to IIPL's and/or its affiliates' trade secrets, client information, marketing methods or strategies, personnel, sources or methods of financial position, pricing, bid proposal features, methods merchandising, interest rates, sales, customer and vendor lists, Inventions (as defined below), routines, policies and business procedures, including those outlined in IIPL's Employee Guide (if any).

8.2 You acknowledge that you shall have access to and be entrusted with Confidential Information in the course of your employment with IIPL, and that IIPL's business would be irreparably harmed if such Confidential Information were disclosed to, or used by, any persons outside IIPL's employment.

8.3 You acknowledge and agree that the right to maintain the absolute confidentiality of its Confidential Information is a proprietary right, which IIPL is entitled to protect.

8.4 You undertake, covenant and agree that you will not, during the term of your employment with IIPL or at any time thereafter, directly or indirectly, by any means whatsoever, divulge, furnish, provide access to, or use for any purpose other than the purposes authorized by IIPL, any of IIPL's Confidential Information, except if (i) it is required by law or any regulatory or government authority but only after giving reasonable notice to enable IIPL to limit such disclosure to the extent possible under law; (ii) it is considered necessary by you to disclose the Confidential Information to your professional advisers, auditors and bankers provided that he does so on terms protecting the Confidential Information which are at least as stringent as those specified herein; or (iii) IIPL has given its consent in writing in relation to such disclosure.

PART 9. INVENTIONS

9.1 As used herein, "Invention" means and includes any invention, improvement, method, process, advertisement, concept, system, apparatus, design or computer program or software, system or database or copyrights, patents, trademarks and designs (whether registered or unregistered), trade secrets or know how.

9.2 You acknowledge and agree that every Invention which you may, at any time during the term of your employment with IIPL or its affiliates, make, devise, develop or conceive, individually or jointly with others, whether during IIPL's business hours or otherwise, and which relates in any manner to IIPL's business or which may be useful to IIPL in connection with IIPL's business shall belong to, and be the exclusive property of IIPL, and you will make full and prompt disclosure to IIPL of every such Invention.

9.3 You undertake to assign to IIPL, or its nominee, every such Invention and to execute all assignments or other instruments and to do any other things necessary and proper to confirm IIPL's right and title in and to every such Invention. You further undertake to perform all proper acts within your power necessary or desired by IIPL to obtain letters patented in the name of IIPL and at IIPL's expense for every such Invention in whatever countries IIPL may desire, without payment by IIPL to You of any royalty, license fee, price or additional compensation. To the extent that such assignment of the rights in the Inventions from you to the Company is held unenforceable under applicable law for any reason, you agree to irrevocably grant a worldwide, enterprise-wide, perpetual, unlimited right and license in the Inventions, to use modify, improve, interpret, compile, recompile and further assign such rights provided in the Inventions for any purpose of the Company and without identifying or seeking your consent.

9.4 You further agree and acknowledge that even if IIPL does not exercise any of the rights in any of the assigned Inventions for more than a period of 1 (one) year, such assignment of, and license to, the rights in such assigned Inventions will not lapse and such rights will not revert pursuant to Section 19(4) of the Copyright Act, 1957.

9.5 You agree that, all duties and responsibilities provided by you under this Employment Agreement are specially ordered or commissioned by the Company for its sole and exclusive use and shall constitute 'work for hire' at the instance of the Company in accordance with Section 17 (b) Copyrights Act, 1957, as amended from time to time. You will not, during or at any time after the completion, expiry or termination of this Employment Agreement in any way question or dispute the ownership of the Inventions developed, discovered, prepared, created, conceived or reduced to practice by you, either alone or jointly with others, during the course of performance of your duties under this Employment Agreement.

9.6 You may only use the Inventions to perform your duties under this Employment Agreement. You agree not to use the Inventions for your own gain. Further, you agree to not disclose any Inventions to any third party without the express written consent of the Company. To the extent any rights considered as moral rights in any jurisdiction cannot be assigned, you hereby forever waive and agree never to assert any and all moral rights that you may have in the Inventions or in respect to any Invention which you may be entitled under the law or any relevant jurisdiction even after termination of your relationship/employment with the Company and undertake to not initiate any legal proceedings to enforce any such moral rights.

9.7 The obligations contained in Part 9 hereof shall continue beyond the termination of your employment and shall be binding upon your assigns, executors, administrators and other legal representatives.

Registrar
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

PART 10. INJUNCTIVE RELIEF

10.1 You acknowledge and agree that a breach by you of any of the covenants contained in Parts 8 or 9 hereof would result in irreparable harm to IIPL's business such that IIPL could not adequately be compensated for such harm by a damage award. Accordingly, you agree that in the event of any such breach, in addition to all other remedies available to IIPL at law or in equity, IIPL shall be entitled as a matter of right to obtain from a court of competent jurisdiction such relief by way of restraining order, injunction, decree or otherwise as may be appropriate to ensure compliance with the provisions of Parts 8 or 9 herein and you waive any right to object and consents to the issuance of an injunction or interim injunction prohibiting you from breaching any of the provisions hereof.

PART 11. POLICIES AND PROCEDURE MANUAL AND CODE OF CONDUCT

11.1 You agree to comply with and be bound by the provisions of IIPL's Guide and Code of Business Conduct and Ethics.

11.2 It is understood that IIPL maintains or may maintain certain policies, which may relate to the employment of you. You agree to comply with such policies. It is agreed that the introduction and administration of such policies are within the sole discretion of IIPL. IIPL has the sole discretion to revise/amend any such policies and you agree to abide by such revised/amended policies as may/may not be notified to you. If IIPL introduces, amends or deletes such policies as conditions warrant, such introduction, deletion or amendment does not constitute a breach of this Employment Agreement.

PART 12. TERMINATION OF EMPLOYMENT

12.1 Your employment may be terminated at any time by IIPL:

a) without notice or remuneration in lieu thereof at any time:

- i) for just cause;
- ii) if you are convicted of an indictable criminal offense or become bankrupt;
- iii) if you are guilty of any misconduct which in the reasonable opinion of IIPL could injure the reputation or business of IIPL;
- iv) if you, by reason of illness or mental or physical disability or incapacity, are unable to perform your duties under this as an employee of IIPL for any period of sixty (60) consecutive calendar days; or
- v) if you breach any obligation of yours contained in this Annexure B.

b) otherwise, for convenience, upon notice of 60 days prior notice, in writing or with a payment to you in lieu of notice.

12.2 You may terminate your employment with IIPL at any time by providing IIPL with 60 days prior notice in writing to that effect.

12.3 Upon termination of your employment with IIPL for any reason, you agree that all items in possession of you in respect of IIPL's business including all files, manuals, information, Confidential Information, Inventions and documents and all equipment such as motor vehicles, cameras, tape recorders, office equipment, computers and related equipment shall remain the property of IIPL and you shall personally deliver same promptly to IIPL's office. No photostatic copy, duplication or reproduction of any kind whatsoever shall be made of such files, information or documents without the express written consent of IIPL.

12.4 The payment of the amount required pursuant to sub-paragraph 12.1 (a) if applicable, together with any amounts accrued pursuant to paragraphs 4.1 and 6.1, shall be full and final severance pay and settlement between the parties hereto and the Employee agrees that he will not be entitled to any further compensation or payment of any kind whatsoever.

PART 13. GOVERNING LAW

13.1 This document shall be construed and interpreted in accordance with Indian law and the Courts of Hyderabad shall have exclusive jurisdiction on any matters related thereto.

The terms and conditions as outlined in this Employment Agreement are subject to the terms and conditions of the Employee guide. The guide shall prevail in case of any inconsistency between this Employment Agreement and Employee guide. The Company can change the terms and conditions in the employee guide at any time without notice and the latest employee guide shall prevail over previous sessions.

PART 14. OTHER TERMS



14.1 Non-Disparagement:

a) Upon cessation of your employment with IIPL, you shall refrain from making any adverse written or oral statement or taking any action, directly or indirectly, which you know or reasonably should know to be disparaging, negative or capable of causing harm to the reputation of IIPL or its affiliates, publicly or otherwise, except as allowed or required by law. You shall also refrain from suggesting to anyone that any written or oral statements concerning IIPL or its affiliates, be made which you know or reasonably should know to be disparaging or negative, or from urging or influencing any person to make any such statement.

b) You understand that nothing in this Employment Agreement shall in any way limit or prohibit you from engaging for a lawful purpose in any Protected Activity. For purposes of this Employment Agreement, "Protected Activity" shall mean filing a charge or complaint, or otherwise communicating, cooperating, or participating with any governmental agency or regulatory body, in accordance with applicable laws.

Read and Acknowledged by:

Signature: _____
Babu H K

Date: _____





Annexure C: Sensitive Personal Data or Information (SPDI) Collection Statement

Throughout the course of your employment or service with Invesco India Private Limited ("IIPL"), we may collect certain Sensitive Personal Data or Information ("SPDI") from you.

The purpose of collection of SPDI includes but is not limited to: assessing an individual's qualifications and suitability including state of health for a particular job or task, administering a range of HR processes, provisioning of payroll benefits, record retention process, performance management, staff action on career development, tax-return filing, disclosures as permitted and required by law to assist in regulatory or other investigation or inspection, if any, or internal audit procedure and / or other administrative tasks ("Purposes").

The SPDI that we have collected and may collect from time to time may be used for the Purposes listed above by IIPL and/or may be transferred (whether in or outside of your employing country) to our group, affiliate or associate companies, our third party service providers such as insurers, bankers, administrators and other third party companies engaged in contractual activities on our behalf.

As per IIPL's Employment Data Protection Policy, we reserve the right to retain SPDI of employees, contractors, temporary employees, consultants, interns, trainees, prospective employees or applicants, and former employees when they cease to be employed by us for a period as allowed under applicable laws. Such SPDI may be required for any purposes, residual or ancillary to the above Purposes in relation to a former employee, including, but not limited to; the provision of job references, processing applications for the employment matters relating to retirement benefits and allowing us to fulfill other contractual or statutory obligations. Please note that you have a right to request access to or seek a correction to your SPDI in relation to your employment.

Please visit the intranet for our latest Employment Data Protection Policy should you have any enquiries concerning the SPDI collected, including obtaining copies and/ or seeking any correction. Please note that the Employment Data Protection Policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your acceptance of the Sensitive Personal Data or Information Collection Statement and acknowledge that you have read and agree to the terms of the Employment Data Protection Policy. You have the right to opt-out, in which case, you may contact the Human Resources department

Read and Acknowledged by:

Signature: _____
Babu H K

Date: _____





Annexure D : Notice to Potential Employees
Invesco Limited and its subsidiaries (Invesco)

Invesco, as an investment company, is highly regulated by, and abides by all applicable regulatory requirements of, the Securities and Exchange Commission (SEC). As an individual providing service to Invesco as an employee, you are subject to certain regulations established by the SEC as a condition of providing services to the corporation. This document provides you with an overview of those requirements so you know what to expect in anticipation of working with the organization.

Financial disclosure:

Due to potential access to sensitive information and records, you will be subject to disclosure of your personal investment holdings and trading activity as well as those of your immediate family while working with the company. Disclosure and other requirements may include, but may not be limited to, the following:

- a) Disclosure of direct or indirect beneficial ownership of securities held now or in the future;
- b) Clearance by Invesco before engaging in certain personal securities transactions;
- c) Reporting of certain personal securities transactions to Invesco;
- d) Restrictions on engaging in personal securities transactions or holding securities issued during an initial public offering;
- e) Restrictions on and disclosures regarding personal securities transactions involving the purchase or sale of unregistered or restricted securities;
- f) Restrictions on engaging in personal securities transactions in certain securities during certain periods of time; and
- g) Holding demat and trading accounts with an approved broker only.

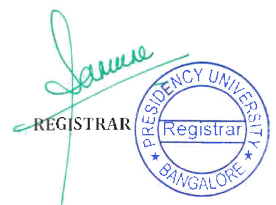
IPL's Compliance department will contact you shortly after you begin your assignment regarding disclosure requirements and pre-clearance of personal trades (if applicable).

Compliance with these requirements is a condition to any working relationship with Invesco, but does not guarantee a continued working relationship. All individuals work with Invesco on an at-will basis unless another status is agreed in writing with an authorized Invesco representative. Thank you for your cooperation and efforts toward maintaining Invesco as an organization that demonstrates the highest of ethical standards and behaviors in all of its business responsibilities.

Read and Acknowledged by:

Signature: _____
Babu H K

Date: _____





Annexure E: Transportation

In line with regulatory requirement and prevailing Invesco policy, Invesco provides door to door transport where applicable, for employees.

Employees whose login and log-out falls in between 7pm-7am can opt for company-provided transport facility, provided the following conditions are met:

- (I) Transport service is provided to employees who resides within 30kms radius from IIPL Office location.
- (II) It is intended that the maximum journey time should not be more than 120 minutes (one way). The calculated time is based on normal traffic conditions.

One of the prerequisites to making the Invesco offer was your proximity of residence to the Invesco office location. If you are unable to reside within the radius of Invesco Transport eligibility, during your tenure at IIPL, IIPL shall be entitled to take such necessary steps as may be required including

- (I) Ceasing the transportation facility
- (II) Termination of your employment with Invesco.

You are required to make yourself familiar with the Invesco Transport policy by reading the policy available on Intranet. More details can be obtained by contacting your Facilities Services department. Please note that the Invesco Transport policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your understanding and acceptance of the above.

Read and Acknowledged by:

Signature: _____
Babu H K

Date: _____





Syed Junaid Ahmed
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED

15th Floor, Block 6, North Tower

Divyasree Orion

SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032

Tel +91 40 674 80000 / Fax 6748 0840

HR.Hyd@invesco.com

CIN# : U72200TG2012PTC078512

March 26, 2021

Dear Syed Junaid Ahmed

Congratulations! We are pleased to offer you the position of Trainee, NATA for Invesco India Pvt. Ltd. ('I IPL or Invesco') effective July 19, 2021. This position will be located in our office at DivyaSree Orion, Survey No. 66/1, Ranga Reddy District, Hyderabad 500 032. People are the foundation of our success and we believe you possess the experience, capability and talent to help us further build our organization into one of the preeminent leaders in the investment community. Speaking not only for myself, but for my colleagues as well, we look forward to the opportunity of working with you to achieve our collective objectives.

The terms and conditions of your employment with I IPL are set forth below, which, together with Annexure A (Compensation), Annexure B (Additional Terms and Conditions of Employment), Annexure C (Sensitive Personal Data or Information Collection Statement), Annexure D (Notice) and Annexure E attachment hereto and incorporated herein, shall constitute the entire agreement between you and I IPL regarding your employment with I IPL (collectively, the "Agreement"). If the terms and conditions of the Agreement meet with your approval, please evidence your acceptance of such by signing where indicated below. The terms of this offer letter, Annexure A, Annexure B, Annexure C, Annexure D, and Annexure E are collectively referred to as "Employment Agreement".

This offer and your services are contingent upon the satisfactory background investigations including employment history. Any personal references and any negative report received by the Company from any person including your existing or earlier employer shall be solely for the Company's use and confidential, and you undertake not to request for a copy thereof or base a claim of any nature against any person including the Company with regard to such report or satisfaction reached by the Company. At your request, we understand that no background check with your present employer will be initiated by us prior to expiry of 7 days of your accepting the offer letter.

Compensation

Annual CTC

You will receive an annual CTC of Rs 3,30,000 . For further details, please refer to Annexure A hereof.

Discretionary Bonus Program

In addition, you will be eligible for Invesco's annual discretionary bonus program. Your target bonus range will be between 0% – 10% of your annual CTC. Your actual bonus award will be based upon company and individual performance and subject to applicable policies of company from time to time. Any incentive or performance bonus paid by the Company to the employee shall be inclusive of the statutory annual bonus, if, where and when, the same may become payable by the Company to the employee.

Relocation Expenses:

Domestic Relocation (e.g., within India only) expense will be reimbursed if you are relocating from a location that is more than 150 Kms away from Invesco Office Location. This is a onetime payment at the time of hiring and you must provide Invesco with documentation acceptable to Invesco documenting the relocation expense. Relocation allowance must be repaid to Invesco within 30 days should your employment with Invesco be terminated for any reason, save for death, permanent disability or involuntary reduction in force within twelve months from your actual start date with Invesco. Such repayment may be made by Invesco

REGISTRAR



deducting relocation amounts from your final paycheck. Below are the details on relocation:

Level / Title	Eligible Amount
Trainee	INR 2,50,000

Note: You can utilize the allocated relocation budget against any of below Service stack (Travel, Transit Stay, Movement of Goods, Miscellaneous Expenses, Brokerage Charges, Bike/ Car Movement, Bike/ Car registration and Local Travel). However, the reimbursement amount should be within the overall relocation budget. All the reimbursement will be paid on the actuals. You must submit dully filled and signed reimbursement form along with original bill containing Vendor GST Number and payments receipts for availing the reimbursement.

Please refer the attached relocation guide for more details

Miscellaneous

Annual Leave

Your annual leave will be communicated to you separately and will not be less than 30 working days in each full year and pro-rata in any part of a year.

Leave encashment would be paid as per the prevailing policy of I IPL at the time of your cessation of employment. The annual leave policy, carry over policy and leave encashment policy can be amended by I IPL at its sole discretion from time to time.

Termination

Your employment may be terminated in accordance with the terms and conditions of Part 12 of Annexure B hereto. Syed Junaid Ahmed, we are excited to welcome you to Invesco!

Sincerely,



Mamata Vegunta
Director of HR- Hyderabad

Offer Confirmation and Acceptance

If you are agreeable to the above terms and all terms and conditions as described in the Annexures to this document and Invesco (India) Private Limited Employee Guide, please sign this letter and return to Gayathri Santhoshi (at Santhoshi.Gayithri@invesco.com) by March 29, 2021. Please be sure to retain a copy of this letter for your records.

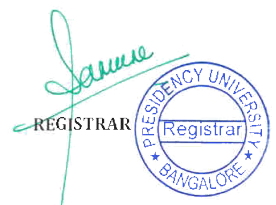
In the event you fail to provide your acceptance of this offer by March 29, 2021, this offer shall stand rescinded.

Read and Acknowledged by:

Signature: _____
Syed Junaid Ahmed

Date: _____

Start Date: _____



REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE



Syed Junaid Ahmed
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED
15th Floor, Block 6, North Tower
Divyasree Orion
SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032
Tel +91 40 674 80000 / Fax 6748 0840
HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

Annexure A: Compensation Details

March 26, 2021

Name: Syed Junaid Ahmed
Job Title: Trainee, NATA

	Annual Compensation (Rupees.)
Basic Salary	99,000
Bonus/ex-gratia	12,000
Special Allowance (Flexible Plan)	1,92,648
Company contribution to Provident Fund	21,600
Gratuity as per Gratuity Act	4,752
Total CTC	3,30,000

Sincerely,

Mamata Vegunta
Director of HR- Hyderabad


REGISTRAR




Syed Junaid Ahmed
Presidency University
Bengaluru 560064

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15th Floor, Block 6, North Tower

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Tel +91 40 674 80000 / Fax 6748 0840

HR.Hyd@invesco.com

CIN# : U72200TG2012PTC078512

Annexure B: Additional Terms and Conditions of Employment:

PART 1. EMPLOYMENT AND DUTIES

1.1 You shall perform such duties, assume such responsibilities and carry out such instructions or policies as may be assigned by IIPL from time to time.

1.2 You shall at all times faithfully, diligently and to the best of your abilities perform all duties that may be required of you, and shall devote the whole of your working time, skill, experience, knowledge, labor, energy and attention exclusively to those duties and to the business and affairs of IIPL.

1.3 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you shall not, without first having obtained the written permission of IIPL, either as partner, officer, advisor, consultant, agent, employee, office bearer, contractor or otherwise, (i) be involved or become involved while this Employment Agreement is in effect or engage in any other activities that may conflict with your obligations to the Company; and (ii) carry on, own, manage, operate, join, assist, enable, have an interest in, control or otherwise engage or participate in a business similar to that of the Company or be connected (as a majority shareholder, director, officer, employee, partner, representative, lender, guarantor, distributor or advisor of, or consultant to or otherwise) in any business/ business entity which directly or indirectly is engaged in the business of the Company.

1.4 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you will not, either on your own or on behalf of any other person, firm or IIPL canvass, solicit, attempt to solicit or entice any of IIPL's customers, vendors, clients or any other employee working in IIPL.

1.5 You shall not bind IIPL to any commitment or obligations to third parties (whether in contract, tort or otherwise) without the prior approval of IIPL.

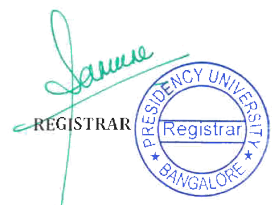
1.6 You shall in the discharge of your duties and in the exercise of your powers, observe, comply and adhere to all such prevailing laws and regulations, policies and procedures as may be applicable to IIPL, from time to time.

1.7 You represent to IIPL that you:

- (a) have the required skills and experience to perform the duties outlined in paragraph 1.2;
 - (b) are mentally and physically fit to perform the duties outlined in paragraph 1.2;
 - (c) are not using any illicit drugs;
 - (d) are not bankrupt;
 - (e) are not party to any agreement or covenant with any third party that may preclude your employment with IIPL;
- and

1.8 You agree to strictly comply with IIPL's HR policy as set out in IIPL's Employee Guide during the course of your employment with IIPL.

1.9 Working in Shift



- The normal "regular full-time" work schedule for IIPL is forty (40) working hours, not exceeding forty eight (48) working hours, during each working week.
- Daily and weekly work schedules may be changed from time to time, at the sole discretion of the Company, to meet varying business needs.
- In this regard, an employee is expected to work in any shift in a rotational basis in order to meet the business requirements. This may include working over the weekends / holidays, subject to applicable law.
- All employees are expected to adjust to these changes. Employees will be informed of changes in work schedules as far in advance as possible.
- All benefits contingent to working on shifts are guided by the Shift Allowance policy as described in the Employee Guide.

PART 2. TERM OF EMPLOYMENT

2.1 Once your employment has commenced, it shall continue until terminated as hereinafter provided in Part 12, provided however that Parts 8 and 9, shall remain effective after the termination of employment hereunder.

PART 3. TRANSFERS AND PROMOTIONS

3.1 All transfers and promotions will be considered on an individual basis and in line with IIPL's policy.

3.2 IIPL may, at its discretion, transfer you to any business location of IIPL or its affiliates in accordance with the Employee Guide.

PART 4. REMUNERATION

4.1 For all services rendered by you as an employee of IIPL, you shall be entitled to total remuneration as set forth in Annexure A.

4.2 IIPL reserves the right to deduct from your salary and benefits any sums which you may owe IIPL including, without limitation, any overpayment made to you by IIPL or other deductions authorized or required by law.

4.3 In the event of any alteration of remuneration, being so notified, the alteration shall thereafter have effect as if it were specifically provided for in Annexure A.

4.4 Your remuneration will be reviewed periodically in accordance with the established Company policies.

PART 5. BENEFITS

5.1 IIPL agrees to make available to every employee from the start date, the insurance scheme or insurance cum savings scheme as may be notified by the Government at the rates, stipulated by the Government in the notification either in lump sum every year or in monthly installments as may be prescribed by the Government in the notification from time to time.

PART 6. LEAVE

6.1 You will be eligible to receive the annual leave in each full year (January to December) and pro-rata in any part of a year, in accordance with the Company policy.

6.2 Your leave entitlement shall be pro-rated for the years in which your employment with IIPL begins and terminates.

6.3 IIPL shall comply with regulatory requirements when authorizing leaves of absence for you due to medical conditions, pregnancy, childbirth, civic duties, or personal situations.

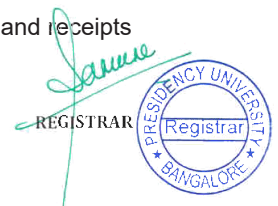
6.4 You shall request approval from your supervisor prior to taking leave.

PART 7. REIMBURSEMENT OF EXPENSES

7.1 IIPL shall reimburse you for all authorized travel and other expenses actually and properly incurred in connection with your duties as an employee of IIPL in accordance with IIPL's travel and entertainment policy.

7.2 You agree to provide any expense information requested by IIPL together with an itemize expense account and receipts showing all monies actually expended under paragraph 7.1.

PART 8. CONFIDENTIAL INFORMATION



8.1 As used herein, the term "Confidential Information" means information disclosed to, used by, developed by, or known to you in the course of your employment with IIPL, which is not generally known by persons outside IIPL's employment including, but not limited to, information pertaining to IIPL's and/or its affiliates' trade secrets, client information, marketing methods or strategies, personnel, sources or methods of financial position, pricing, bid proposal features, methods merchandising, interest rates, sales, customer and vendor lists, Inventions (as defined below), routines, policies and business procedures, including those outlined in IIPL's Employee Guide (if any).

8.2 You acknowledge that you shall have access to and be entrusted with Confidential Information in the course of your employment with IIPL, and that IIPL's business would be irreparably harmed if such Confidential Information were disclosed to, or used by, any persons outside IIPL's employment.

8.3 You acknowledge and agree that the right to maintain the absolute confidentiality of its Confidential Information is a proprietary right, which IIPL is entitled to protect.

8.4 You undertake, covenant and agree that you will not, during the term of your employment with IIPL or at any time thereafter, directly or indirectly, by any means whatsoever, divulge, furnish, provide access to, or use for any purpose other than the purposes authorized by IIPL, any of IIPL's Confidential Information, except if (i) it is required by law or any regulatory or government authority but only after giving reasonable notice to enable IIPL to limit such disclosure to the extent possible under law; (ii) it is considered necessary by you to disclose the Confidential Information to your professional advisers, auditors and bankers provided that he does so on terms protecting the Confidential Information which are at least as stringent as those specified herein; or (iii) IIPL has given its consent in writing in relation to such disclosure.

PART 9. INVENTIONS

9.1 As used herein, "Invention" means and includes any invention, improvement, method, process, advertisement, concept, system, apparatus, design or computer program or software, system or database or copyrights, patents, trademarks and designs (whether registered or unregistered), trade secrets or know how.

9.2 You acknowledge and agree that every Invention which you may, at any time during the term of your employment with IIPL or its affiliates, make, devise, develop or conceive, individually or jointly with others, whether during IIPL's business hours or otherwise, and which relates in any manner to IIPL's business or which may be useful to IIPL in connection with IIPL's business shall belong to, and be the exclusive property of IIPL, and you will make full and prompt disclosure to IIPL of every such Invention.

9.3 You undertake to assign to IIPL, or its nominee, every such Invention and to execute all assignments or other instruments and to do any other things necessary and proper to confirm IIPL's right and title in and to every such Invention. You further undertake to perform all proper acts within your power necessary or desired by IIPL to obtain letters patented in the name of IIPL and at IIPL's expense for every such Invention in whatever countries IIPL may desire, without payment by IIPL to You of any royalty, license fee, price or additional compensation. To the extent that such assignment of the rights in the Inventions from you to the Company is held unenforceable under applicable law for any reason, you agree to irrevocably grant a worldwide, enterprise-wide, perpetual, unlimited right and license in the Inventions, to use modify, improve, interpret, compile, recompile and further assign such rights provided in the Inventions for any purpose of the Company and without identifying or seeking your consent.

9.4 You further agree and acknowledge that even if IIPL does not exercise any of the rights in any of the assigned Inventions for more than a period of 1 (one) year, such assignment of, and license to, the rights in such assigned Inventions will not lapse and such rights will not revert pursuant to Section 19(4) of the Copyright Act, 1957.

9.5 You agree that, all duties and responsibilities provided by you under this Employment Agreement are specially ordered or commissioned by the Company for its sole and exclusive use and shall constitute 'work for hire' at the instance of the Company in accordance with Section 17 (b) Copyrights Act, 1957, as amended from time to time. You will not, during or at any time after the completion, expiry or termination of this Employment Agreement in any way question or dispute the ownership of the Inventions developed, discovered, prepared, created, conceived or reduced to practice by you, either alone or jointly with others, during the course of performance of your duties under this Employment Agreement.

9.6 You may only use the Inventions to perform your duties under this Employment Agreement. You agree not to use the Inventions for your own gain. Further, you agree to not disclose any Inventions to any third party without the express written consent of the Company. To the extent any rights considered as moral rights in any jurisdiction cannot be assigned, you hereby forever waive and agree never to assert any and all moral rights that you may have in the Inventions or in respect to any Invention which you may be entitled under the law or any relevant jurisdiction even after termination of your relationship/employment with the Company and undertake to not initiate any legal proceedings to enforce any such moral rights.

9.7 The obligations contained in Part 9 hereof shall continue beyond the termination of your employment and shall be binding upon your assigns, executors, administrators and other legal representatives.

Registrar
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

PART 10. INJUNCTIVE RELIEF

10.1 You acknowledge and agree that a breach by you of any of the covenants contained in Parts 8 or 9 hereof would result in irreparable harm to IIPL's business such that IIPL could not adequately be compensated for such harm by a damage award. Accordingly, you agree that in the event of any such breach, in addition to all other remedies available to IIPL at law or in equity, IIPL shall be entitled as a matter of right to obtain from a court of competent jurisdiction such relief by way of restraining order, injunction, decree or otherwise as may be appropriate to ensure compliance with the provisions of Parts 8 or 9 herein and you waive any right to object and consents to the issuance of an injunction or interim injunction prohibiting you from breaching any of the provisions hereof.

PART 11. POLICIES AND PROCEDURE MANUAL AND CODE OF CONDUCT

11.1 You agree to comply with and be bound by the provisions of IIPL's Guide and Code of Business Conduct and Ethics.

11.2 It is understood that IIPL maintains or may maintain certain policies, which may relate to the employment of you. You agree to comply with such policies. It is agreed that the introduction and administration of such policies are within the sole discretion of IIPL. IIPL has the sole discretion to revise/amend any such policies and you agree to abide by such revised/amended policies as may/may not be notified to you. If IIPL introduces, amends or deletes such policies as conditions warrant, such introduction, deletion or amendment does not constitute a breach of this Employment Agreement.

PART 12. TERMINATION OF EMPLOYMENT

12.1 Your employment may be terminated at any time by IIPL:

a) without notice or remuneration in lieu thereof at any time:

- i) for just cause;
- ii) if you are convicted of an indictable criminal offense or become bankrupt;
- iii) if you are guilty of any misconduct which in the reasonable opinion of IIPL could injure the reputation or business of IIPL;
- iv) if you, by reason of illness or mental or physical disability or incapacity, are unable to perform your duties under this as an employee of IIPL for any period of sixty (60) consecutive calendar days; or
- v) if you breach any obligation of yours contained in this Annexure B.

b) otherwise, for convenience, upon notice of 60 days prior notice, in writing or with a payment to you in lieu of notice.

12.2 You may terminate your employment with IIPL at any time by providing IIPL with 60 days prior notice in writing to that effect.

12.3 Upon termination of your employment with IIPL for any reason, you agree that all items in possession of you in respect of IIPL's business including all files, manuals, information, Confidential Information, Inventions and documents and all equipment such as motor vehicles, cameras, tape recorders, office equipment, computers and related equipment shall remain the property of IIPL and you shall personally deliver same promptly to IIPL's office. No photostatic copy, duplication or reproduction of any kind whatsoever shall be made of such files, information or documents without the express written consent of IIPL.

12.4 The payment of the amount required pursuant to sub-paragraph 12.1 (a) if applicable, together with any amounts accrued pursuant to paragraphs 4.1 and 6.1, shall be full and final severance pay and settlement between the parties hereto and the Employee agrees that he will not be entitled to any further compensation or payment of any kind whatsoever.

PART 13. GOVERNING LAW

13.1 This document shall be construed and interpreted in accordance with Indian law and the Courts of Hyderabad shall have exclusive jurisdiction on any matters related thereto.

The terms and conditions as outlined in this Employment Agreement are subject to the terms and conditions of the Employee guide. The guide shall prevail in case of any inconsistency between this Employment Agreement and Employee guide. The Company can change the terms and conditions in the employee guide at any time without notice and the latest employee guide shall prevail over previous sessions.

PART 14. OTHER TERMS



14.1 Non-Disparagement:

a) Upon cessation of your employment with IIPL, you shall refrain from making any adverse written or oral statement or taking any action, directly or indirectly, which you know or reasonably should know to be disparaging, negative or capable of causing harm to the reputation of IIPL or its affiliates, publicly or otherwise, except as allowed or required by law. You shall also refrain from suggesting to anyone that any written or oral statements concerning IIPL or its affiliates, be made which you know or reasonably should know to be disparaging or negative, or from urging or influencing any person to make any such statement.

b) You understand that nothing in this Employment Agreement shall in any way limit or prohibit you from engaging for a lawful purpose in any Protected Activity. For purposes of this Employment Agreement, "Protected Activity" shall mean filing a charge or complaint, or otherwise communicating, cooperating, or participating with any governmental agency or regulatory body, in accordance with applicable laws.

Read and Acknowledged by:

Signature: _____
Syed Junaid Ahmed

Date: _____


REGISTRAR




Annexure C: Sensitive Personal Data or Information (SPDI) Collection Statement

Throughout the course of your employment or service with Invesco India Private Limited ("IIPL"), we may collect certain Sensitive Personal Data or Information ("SPDI") from you.

The purpose of collection of SPDI includes but is not limited to: assessing an individual's qualifications and suitability including state of health for a particular job or task, administering a range of HR processes, provisioning of payroll benefits, record retention process, performance management, staff action on career development, tax-return filing, disclosures as permitted and required by law to assist in regulatory or other investigation or inspection, if any, or internal audit procedure and / or other administrative tasks ("Purposes").

The SPDI that we have collected and may collect from time to time may be used for the Purposes listed above by IIPL and/or may be transferred (whether in or outside of your employing country) to our group, affiliate or associate companies, our third party service providers such as insurers, bankers, administrators and other third party companies engaged in contractual activities on our behalf.

As per IIPL's Employment Data Protection Policy, we reserve the right to retain SPDI of employees, contractors, temporary employees, consultants, interns, trainees, prospective employees or applicants, and former employees when they cease to be employed by us for a period as allowed under applicable laws. Such SPDI may be required for any purposes, residual or ancillary to the above Purposes in relation to a former employee, including, but not limited to; the provision of job references, processing applications for the employment matters relating to retirement benefits and allowing us to fulfill other contractual or statutory obligations. Please note that you have a right to request access to or seek a correction to your SPDI in relation to your employment.

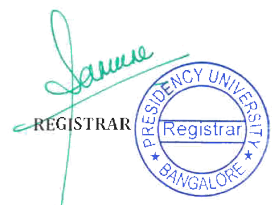
Please visit the intranet for our latest Employment Data Protection Policy should you have any enquiries concerning the SPDI collected, including obtaining copies and/ or seeking any correction. Please note that the Employment Data Protection Policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your acceptance of the Sensitive Personal Data or Information Collection Statement and acknowledge that you have read and agree to the terms of the Employment Data Protection Policy. You have the right to opt-out, in which case, you may contact the Human Resources department

Read and Acknowledged by:

Signature: _____
Syed Junaid Ahmed

Date: _____





Annexure D : Notice to Potential Employees
Invesco Limited and its subsidiaries (Invesco)

Invesco, as an investment company, is highly regulated by, and abides by all applicable regulatory requirements of, the Securities and Exchange Commission (SEC). As an individual providing service to Invesco as an employee, you are subject to certain regulations established by the SEC as a condition of providing services to the corporation. This document provides you with an overview of those requirements so you know what to expect in anticipation of working with the organization.

Financial disclosure:

Due to potential access to sensitive information and records, you will be subject to disclosure of your personal investment holdings and trading activity as well as those of your immediate family while working with the company. Disclosure and other requirements may include, but may not be limited to, the following:

- a) Disclosure of direct or indirect beneficial ownership of securities held now or in the future;
- b) Clearance by Invesco before engaging in certain personal securities transactions;
- c) Reporting of certain personal securities transactions to Invesco;
- d) Restrictions on engaging in personal securities transactions or holding securities issued during an initial public offering;
- e) Restrictions on and disclosures regarding personal securities transactions involving the purchase or sale of unregistered or restricted securities;
- f) Restrictions on engaging in personal securities transactions in certain securities during certain periods of time; and
- g) Holding demat and trading accounts with an approved broker only.

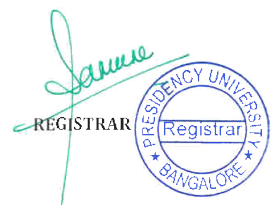
IPL's Compliance department will contact you shortly after you begin your assignment regarding disclosure requirements and pre-clearance of personal trades (if applicable).

Compliance with these requirements is a condition to any working relationship with Invesco, but does not guarantee a continued working relationship. All individuals work with Invesco on an at-will basis unless another status is agreed in writing with an authorized Invesco representative. Thank you for your cooperation and efforts toward maintaining Invesco as an organization that demonstrates the highest of ethical standards and behaviors in all of its business responsibilities.

Read and Acknowledged by:

Signature: _____
Syed Junaid Ahmed

Date: _____





Annexure E: Transportation

In line with regulatory requirement and prevailing Invesco policy, Invesco provides door to door transport where applicable, for employees.

Employees whose login and log-out falls in between 7pm-7am can opt for company-provided transport facility, provided the following conditions are met:

- (I) Transport service is provided to employees who resides within 30kms radius from IIPL Office location.
- (II) It is intended that the maximum journey time should not be more than 120 minutes (one way). The calculated time is based on normal traffic conditions.

One of the prerequisites to making the Invesco offer was your proximity of residence to the Invesco office location. If you are unable to reside within the radius of Invesco Transport eligibility, during your tenure at IIPL, IIPL shall be entitled to take such necessary steps as may be required including

- (I) Ceasing the transportation facility
- (II) Termination of your employment with Invesco.

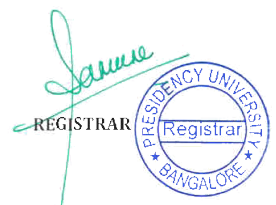
You are required to make yourself familiar with the Invesco Transport policy by reading the policy available on Intranet. More details can be obtained by contacting your Facilities Services department. Please note that the Invesco Transport policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your understanding and acceptance of the above.

Read and Acknowledged by:

Signature: _____
Syed Junaid Ahmed

Date: _____





Anand Jos Wilfred
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED

15th Floor, Block 6, North Tower

Divyasree Orion

SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032

Tel +91 40 674 80000 / Fax 6748 0840

HR.Hyd@invesco.com

CIN# : U72200TG2012PTC078512

March 26, 2021

Dear Anand Jos Wilfred

Congratulations! We are pleased to offer you the position of Trainee, NATA for Invesco India Pvt. Ltd. ('I IPL or Invesco') effective July 19, 2021. This position will be located in our office at DivyaSree Orion, Survey No. 66/1, Ranga Reddy District, Hyderabad 500 032. People are the foundation of our success and we believe you possess the experience, capability and talent to help us further build our organization into one of the preeminent leaders in the investment community. Speaking not only for myself, but for my colleagues as well, we look forward to the opportunity of working with you to achieve our collective objectives.

The terms and conditions of your employment with I IPL are set forth below, which, together with Annexure A (Compensation), Annexure B (Additional Terms and Conditions of Employment), Annexure C (Sensitive Personal Data or Information Collection Statement), Annexure D (Notice) and Annexure E attachment hereto and incorporated herein, shall constitute the entire agreement between you and I IPL regarding your employment with I IPL (collectively, the "Agreement"). If the terms and conditions of the Agreement meet with your approval, please evidence your acceptance of such by signing where indicated below. The terms of this offer letter, Annexure A, Annexure B, Annexure C, Annexure D, and Annexure E are collectively referred to as "Employment Agreement".

This offer and your services are contingent upon the satisfactory background investigations including employment history. Any personal references and any negative report received by the Company from any person including your existing or earlier employer shall be solely for the Company's use and confidential, and you undertake not to request for a copy thereof or base a claim of any nature against any person including the Company with regard to such report or satisfaction reached by the Company. At your request, we understand that no background check with your present employer will be initiated by us prior to expiry of 7 days of your accepting the offer letter.

Compensation

Annual CTC

You will receive an annual CTC of Rs 3,30,000 . For further details, please refer to Annexure A hereof.

Discretionary Bonus Program

In addition, you will be eligible for Invesco's annual discretionary bonus program. Your target bonus range will be between 0% – 10% of your annual CTC. Your actual bonus award will be based upon company and individual performance and subject to applicable policies of company from time to time. Any incentive or performance bonus paid by the Company to the employee shall be inclusive of the statutory annual bonus, if, where and when, the same may become payable by the Company to the employee.

Relocation Expenses:

Domestic Relocation (e.g., within India only) expense will be reimbursed if you are relocating from a location that is more than 150 Kms away from Invesco Office Location. This is a onetime payment at the time of hiring and you must provide Invesco with documentation acceptable to Invesco documenting the relocation expense. Relocation allowance must be repaid to Invesco within 30 days should your employment with Invesco be terminated for any reason, save for death, permanent disability or involuntary reduction in force within twelve months from your actual start date with Invesco. Such repayment may be made by Invesco

REGISTRAR



deducting relocation amounts from your final paycheck. Below are the details on relocation:

Level / Title	Eligible Amount
Trainee	INR 2,50,000

Note: You can utilize the allocated relocation budget against any of below Service stack (Travel, Transit Stay, Movement of Goods, Miscellaneous Expenses, Brokerage Charges, Bike/ Car Movement, Bike/ Car registration and Local Travel). However, the reimbursement amount should be within the overall relocation budget. All the reimbursement will be paid on the actuals. You must submit dully filled and signed reimbursement form along with original bill containing Vendor GST Number and payments receipts for availing the reimbursement.

Please refer the attached relocation guide for more details

Miscellaneous

Annual Leave

Your annual leave will be communicated to you separately and will not be less than 30 working days in each full year and pro-rata in any part of a year.

Leave encashment would be paid as per the prevailing policy of I IPL at the time of your cessation of employment. The annual leave policy, carry over policy and leave encashment policy can be amended by I IPL at its sole discretion from time to time.

Termination

Your employment may be terminated in accordance with the terms and conditions of Part 12 of Annexure B hereto. Anand Jos Wilfred, we are excited to welcome you to Invesco!

Sincerely,



Mamata Vegunta
Director of HR- Hyderabad

Offer Confirmation and Acceptance

If you are agreeable to the above terms and all terms and conditions as described in the Annexures to this document and Invesco (India) Private Limited Employee Guide, please sign this letter and return to Gayathri Santhoshi (at Santhoshi.Gayithri@invesco.com) by March 29, 2021. Please be sure to retain a copy of this letter for your records.



In the event you fail to provide your acceptance of this offer by March 29, 2021, this offer shall stand rescinded.

Read and Acknowledged by:

Signature: _____
Anand Jos Wilfred

Date: _____

Start Date: _____


REGISTRAR




Anand Jos Wilfred
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED
15th Floor, Block 6, North Tower
Divyasree Orion
SEZ, Raidurgam, Serilingampally,
Hyderabad, Telangana 500 032
Tel +91 40 674 80000 / Fax 6748 0840
HR.Hyd@invesco.com
CIN# : U72200TG2012PTC078512

Annexure A: Compensation Details

March 26, 2021

Name: Anand Jos Wilfred
Job Title: Trainee, NATA

	Annual Compensation (Rupees.)
Basic Salary	99,000
Bonus/ex-gratia	12,000
Special Allowance (Flexible Plan)	1,92,648
Company contribution to Provident Fund	21,600
Gratuity as per Gratuity Act	4,752
Total CTC	3,30,000

Sincerely,

Mamata Vegunta
Director of HR- Hyderabad


REGISTRAR




Anand Jos Wilfred
Presidency University
Bengaluru 560064

INVESCO (INDIA) PRIVATE LIMITED

15th Floor, Block 6, North Tower

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Tel +91 40 674 80000 / Fax 6748 0840

HR.Hyd@invesco.com

CIN# : U72200TG2012PTC078512

Annexure B: Additional Terms and Conditions of Employment:

PART 1. EMPLOYMENT AND DUTIES

1.1 You shall perform such duties, assume such responsibilities and carry out such instructions or policies as may be assigned by IIPL from time to time.

1.2 You shall at all times faithfully, diligently and to the best of your abilities perform all duties that may be required of you, and shall devote the whole of your working time, skill, experience, knowledge, labor, energy and attention exclusively to those duties and to the business and affairs of IIPL.

1.3 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you shall not, without first having obtained the written permission of IIPL, either as partner, officer, advisor, consultant, agent, employee, office bearer, contractor or otherwise, (i) be involved or become involved while this Employment Agreement is in effect or engage in any other activities that may conflict with your obligations to the Company; and (ii) carry on, own, manage, operate, join, assist, enable, have an interest in, control or otherwise engage or participate in a business similar to that of the Company or be connected (as a majority shareholder, director, officer, employee, partner, representative, lender, guarantor, distributor or advisor of, or consultant to or otherwise) in any business/ business entity which directly or indirectly is engaged in the business of the Company.

1.4 During the term of your employment with IIPL and for a period of [12] months from the date of cessation of employment, you will not, either on your own or on behalf of any other person, firm or IIPL canvass, solicit, attempt to solicit or entice any of IIPL's customers, vendors, clients or any other employee working in IIPL.

1.5 You shall not bind IIPL to any commitment or obligations to third parties (whether in contract, tort or otherwise) without the prior approval of IIPL.

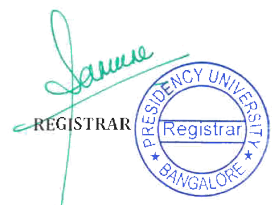
1.6 You shall in the discharge of your duties and in the exercise of your powers, observe, comply and adhere to all such prevailing laws and regulations, policies and procedures as may be applicable to IIPL, from time to time.

1.7 You represent to IIPL that you:

- (a) have the required skills and experience to perform the duties outlined in paragraph 1.2;
 - (b) are mentally and physically fit to perform the duties outlined in paragraph 1.2;
 - (c) are not using any illicit drugs;
 - (d) are not bankrupt;
 - (e) are not party to any agreement or covenant with any third party that may preclude your employment with IIPL;
- and

1.8 You agree to strictly comply with IIPL's HR policy as set out in IIPL's Employee Guide during the course of your employment with IIPL.

1.9 Working in Shift



- The normal "regular full-time" work schedule for IIPL is forty (40) working hours, not exceeding forty eight (48) working hours, during each working week.
- Daily and weekly work schedules may be changed from time to time, at the sole discretion of the Company, to meet varying business needs.
- In this regard, an employee is expected to work in any shift in a rotational basis in order to meet the business requirements. This may include working over the weekends / holidays, subject to applicable law.
- All employees are expected to adjust to these changes. Employees will be informed of changes in work schedules as far in advance as possible.
- All benefits contingent to working on shifts are guided by the Shift Allowance policy as described in the Employee Guide.

PART 2. TERM OF EMPLOYMENT

2.1 Once your employment has commenced, it shall continue until terminated as hereinafter provided in Part 12, provided however that Parts 8 and 9, shall remain effective after the termination of employment hereunder.

PART 3. TRANSFERS AND PROMOTIONS

3.1 All transfers and promotions will be considered on an individual basis and in line with IIPL's policy.

3.2 IIPL may, at its discretion, transfer you to any business location of IIPL or its affiliates in accordance with the Employee Guide.

PART 4. REMUNERATION

4.1 For all services rendered by you as an employee of IIPL, you shall be entitled to total remuneration as set forth in Annexure A.

4.2 IIPL reserves the right to deduct from your salary and benefits any sums which you may owe IIPL including, without limitation, any overpayment made to you by IIPL or other deductions authorized or required by law.

4.3 In the event of any alteration of remuneration, being so notified, the alteration shall thereafter have effect as if it were specifically provided for in Annexure A.

4.4 Your remuneration will be reviewed periodically in accordance with the established Company policies.

PART 5. BENEFITS

5.1 IIPL agrees to make available to every employee from the start date, the insurance scheme or insurance cum savings scheme as may be notified by the Government at the rates, stipulated by the Government in the notification either in lump sum every year or in monthly installments as may be prescribed by the Government in the notification from time to time.

PART 6. LEAVE

6.1 You will be eligible to receive the annual leave in each full year (January to December) and pro-rata in any part of a year, in accordance with the Company policy.

6.2 Your leave entitlement shall be pro-rated for the years in which your employment with IIPL begins and terminates.

6.3 IIPL shall comply with regulatory requirements when authorizing leaves of absence for you due to medical conditions, pregnancy, childbirth, civic duties, or personal situations.

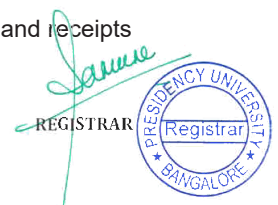
6.4 You shall request approval from your supervisor prior to taking leave.

PART 7. REIMBURSEMENT OF EXPENSES

7.1 IIPL shall reimburse you for all authorized travel and other expenses actually and properly incurred in connection with your duties as an employee of IIPL in accordance with IIPL's travel and entertainment policy.

7.2 You agree to provide any expense information requested by IIPL together with an itemize expense account and receipts showing all monies actually expended under paragraph 7.1.

PART 8. CONFIDENTIAL INFORMATION



8.1 As used herein, the term "Confidential Information" means information disclosed to, used by, developed by, or known to you in the course of your employment with IIPL, which is not generally known by persons outside IIPL's employment including, but not limited to, information pertaining to IIPL's and/or its affiliates' trade secrets, client information, marketing methods or strategies, personnel, sources or methods of financial position, pricing, bid proposal features, methods merchandising, interest rates, sales, customer and vendor lists, Inventions (as defined below), routines, policies and business procedures, including those outlined in IIPL's Employee Guide (if any).

8.2 You acknowledge that you shall have access to and be entrusted with Confidential Information in the course of your employment with IIPL, and that IIPL's business would be irreparably harmed if such Confidential Information were disclosed to, or used by, any persons outside IIPL's employment.

8.3 You acknowledge and agree that the right to maintain the absolute confidentiality of its Confidential Information is a proprietary right, which IIPL is entitled to protect.

8.4 You undertake, covenant and agree that you will not, during the term of your employment with IIPL or at any time thereafter, directly or indirectly, by any means whatsoever, divulge, furnish, provide access to, or use for any purpose other than the purposes authorized by IIPL, any of IIPL's Confidential Information, except if (i) it is required by law or any regulatory or government authority but only after giving reasonable notice to enable IIPL to limit such disclosure to the extent possible under law; (ii) it is considered necessary by you to disclose the Confidential Information to your professional advisers, auditors and bankers provided that he does so on terms protecting the Confidential Information which are at least as stringent as those specified herein; or (iii) IIPL has given its consent in writing in relation to such disclosure.

PART 9. INVENTIONS

9.1 As used herein, "Invention" means and includes any invention, improvement, method, process, advertisement, concept, system, apparatus, design or computer program or software, system or database or copyrights, patents, trademarks and designs (whether registered or unregistered), trade secrets or know how.

9.2 You acknowledge and agree that every Invention which you may, at any time during the term of your employment with IIPL or its affiliates, make, devise, develop or conceive, individually or jointly with others, whether during IIPL's business hours or otherwise, and which relates in any manner to IIPL's business or which may be useful to IIPL in connection with IIPL's business shall belong to, and be the exclusive property of IIPL, and you will make full and prompt disclosure to IIPL of every such Invention.

9.3 You undertake to assign to IIPL, or its nominee, every such Invention and to execute all assignments or other instruments and to do any other things necessary and proper to confirm IIPL's right and title in and to every such Invention. You further undertake to perform all proper acts within your power necessary or desired by IIPL to obtain letters patented in the name of IIPL and at IIPL's expense for every such Invention in whatever countries IIPL may desire, without payment by IIPL to You of any royalty, license fee, price or additional compensation. To the extent that such assignment of the rights in the Inventions from you to the Company is held unenforceable under applicable law for any reason, you agree to irrevocably grant a worldwide, enterprise-wide, perpetual, unlimited right and license in the Inventions, to use modify, improve, interpret, compile, recompile and further assign such rights provided in the Inventions for any purpose of the Company and without identifying or seeking your consent.

9.4 You further agree and acknowledge that even if IIPL does not exercise any of the rights in any of the assigned Inventions for more than a period of 1 (one) year, such assignment of, and license to, the rights in such assigned Inventions will not lapse and such rights will not revert pursuant to Section 19(4) of the Copyright Act, 1957.

9.5 You agree that, all duties and responsibilities provided by you under this Employment Agreement are specially ordered or commissioned by the Company for its sole and exclusive use and shall constitute 'work for hire' at the instance of the Company in accordance with Section 17 (b) Copyrights Act, 1957, as amended from time to time. You will not, during or at any time after the completion, expiry or termination of this Employment Agreement in any way question or dispute the ownership of the Inventions developed, discovered, prepared, created, conceived or reduced to practice by you, either alone or jointly with others, during the course of performance of your duties under this Employment Agreement.

9.6 You may only use the Inventions to perform your duties under this Employment Agreement. You agree not to use the Inventions for your own gain. Further, you agree to not disclose any Inventions to any third party without the express written consent of the Company. To the extent any rights considered as moral rights in any jurisdiction cannot be assigned, you hereby forever waive and agree never to assert any and all moral rights that you may have in the Inventions or in respect to any Invention which you may be entitled under the law or any relevant jurisdiction even after termination of your relationship/employment with the Company and undertake to not initiate any legal proceedings to enforce any such moral rights.

9.7 The obligations contained in Part 9 hereof shall continue beyond the termination of your employment and shall be binding upon your assigns, executors, administrators and other legal representatives.

Registrar
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

PART 10. INJUNCTIVE RELIEF

10.1 You acknowledge and agree that a breach by you of any of the covenants contained in Parts 8 or 9 hereof would result in irreparable harm to IIPL's business such that IIPL could not adequately be compensated for such harm by a damage award. Accordingly, you agree that in the event of any such breach, in addition to all other remedies available to IIPL at law or in equity, IIPL shall be entitled as a matter of right to obtain from a court of competent jurisdiction such relief by way of restraining order, injunction, decree or otherwise as may be appropriate to ensure compliance with the provisions of Parts 8 or 9 herein and you waive any right to object and consents to the issuance of an injunction or interim injunction prohibiting you from breaching any of the provisions hereof.

PART 11. POLICIES AND PROCEDURE MANUAL AND CODE OF CONDUCT

11.1 You agree to comply with and be bound by the provisions of IIPL's Guide and Code of Business Conduct and Ethics.

11.2 It is understood that IIPL maintains or may maintain certain policies, which may relate to the employment of you. You agree to comply with such policies. It is agreed that the introduction and administration of such policies are within the sole discretion of IIPL. IIPL has the sole discretion to revise/amend any such policies and you agree to abide by such revised/amended policies as may/may not be notified to you. If IIPL introduces, amends or deletes such policies as conditions warrant, such introduction, deletion or amendment does not constitute a breach of this Employment Agreement.

PART 12. TERMINATION OF EMPLOYMENT

12.1 Your employment may be terminated at any time by IIPL:

a) without notice or remuneration in lieu thereof at any time:

- i) for just cause;
- ii) if you are convicted of an indictable criminal offense or become bankrupt;
- iii) if you are guilty of any misconduct which in the reasonable opinion of IIPL could injure the reputation or business of IIPL;
- iv) if you, by reason of illness or mental or physical disability or incapacity, are unable to perform your duties under this as an employee of IIPL for any period of sixty (60) consecutive calendar days; or
- v) if you breach any obligation of yours contained in this Annexure B.

b) otherwise, for convenience, upon notice of 60 days prior notice, in writing or with a payment to you in lieu of notice.

12.2 You may terminate your employment with IIPL at any time by providing IIPL with 60 days prior notice in writing to that effect.

12.3 Upon termination of your employment with IIPL for any reason, you agree that all items in possession of you in respect of IIPL's business including all files, manuals, information, Confidential Information, Inventions and documents and all equipment such as motor vehicles, cameras, tape recorders, office equipment, computers and related equipment shall remain the property of IIPL and you shall personally deliver same promptly to IIPL's office. No photostatic copy, duplication or reproduction of any kind whatsoever shall be made of such files, information or documents without the express written consent of IIPL.

12.4 The payment of the amount required pursuant to sub-paragraph 12.1 (a) if applicable, together with any amounts accrued pursuant to paragraphs 4.1 and 6.1, shall be full and final severance pay and settlement between the parties hereto and the Employee agrees that he will not be entitled to any further compensation or payment of any kind whatsoever.

PART 13. GOVERNING LAW

13.1 This document shall be construed and interpreted in accordance with Indian law and the Courts of Hyderabad shall have exclusive jurisdiction on any matters related thereto.

The terms and conditions as outlined in this Employment Agreement are subject to the terms and conditions of the Employee guide. The guide shall prevail in case of any inconsistency between this Employment Agreement and Employee guide. The Company can change the terms and conditions in the employee guide at any time without notice and the latest employee guide shall prevail over previous sessions.

PART 14. OTHER TERMS



14.1 Non-Disparagement:

a) Upon cessation of your employment with IIPL, you shall refrain from making any adverse written or oral statement or taking any action, directly or indirectly, which you know or reasonably should know to be disparaging, negative or capable of causing harm to the reputation of IIPL or its affiliates, publicly or otherwise, except as allowed or required by law. You shall also refrain from suggesting to anyone that any written or oral statements concerning IIPL or its affiliates, be made which you know or reasonably should know to be disparaging or negative, or from urging or influencing any person to make any such statement.

b) You understand that nothing in this Employment Agreement shall in any way limit or prohibit you from engaging for a lawful purpose in any Protected Activity. For purposes of this Employment Agreement, "Protected Activity" shall mean filing a charge or complaint, or otherwise communicating, cooperating, or participating with any governmental agency or regulatory body, in accordance with applicable laws.

Read and Acknowledged by:

Signature: _____
Anand Jos Wilfred

Date: _____


REGISTRAR




Annexure C: Sensitive Personal Data or Information (SPDI) Collection Statement

Throughout the course of your employment or service with Invesco India Private Limited ("IIPL"), we may collect certain Sensitive Personal Data or Information ("SPDI") from you.

The purpose of collection of SPDI includes but is not limited to: assessing an individual's qualifications and suitability including state of health for a particular job or task, administering a range of HR processes, provisioning of payroll benefits, record retention process, performance management, staff action on career development, tax-return filing, disclosures as permitted and required by law to assist in regulatory or other investigation or inspection, if any, or internal audit procedure and / or other administrative tasks ("Purposes").

The SPDI that we have collected and may collect from time to time may be used for the Purposes listed above by IIPL and/or may be transferred (whether in or outside of your employing country) to our group, affiliate or associate companies, our third party service providers such as insurers, bankers, administrators and other third party companies engaged in contractual activities on our behalf.

As per IIPL's Employment Data Protection Policy, we reserve the right to retain SPDI of employees, contractors, temporary employees, consultants, interns, trainees, prospective employees or applicants, and former employees when they cease to be employed by us for a period as allowed under applicable laws. Such SPDI may be required for any purposes, residual or ancillary to the above Purposes in relation to a former employee, including, but not limited to; the provision of job references, processing applications for the employment matters relating to retirement benefits and allowing us to fulfill other contractual or statutory obligations. Please note that you have a right to request access to or seek a correction to your SPDI in relation to your employment.

Please visit the intranet for our latest Employment Data Protection Policy should you have any enquiries concerning the SPDI collected, including obtaining copies and/ or seeking any correction. Please note that the Employment Data Protection Policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your acceptance of the Sensitive Personal Data or Information Collection Statement and acknowledge that you have read and agree to the terms of the Employment Data Protection Policy. You have the right to opt-out, in which case, you may contact the Human Resources department

Read and Acknowledged by:

Signature: _____
Anand Jos Wilfred

Date: _____





Annexure D : Notice to Potential Employees
Invesco Limited and its subsidiaries (Invesco)

Invesco, as an investment company, is highly regulated by, and abides by all applicable regulatory requirements of, the Securities and Exchange Commission (SEC). As an individual providing service to Invesco as an employee, you are subject to certain regulations established by the SEC as a condition of providing services to the corporation. This document provides you with an overview of those requirements so you know what to expect in anticipation of working with the organization.

Financial disclosure:

Due to potential access to sensitive information and records, you will be subject to disclosure of your personal investment holdings and trading activity as well as those of your immediate family while working with the company. Disclosure and other requirements may include, but may not be limited to, the following:

- a) Disclosure of direct or indirect beneficial ownership of securities held now or in the future;
- b) Clearance by Invesco before engaging in certain personal securities transactions;
- c) Reporting of certain personal securities transactions to Invesco;
- d) Restrictions on engaging in personal securities transactions or holding securities issued during an initial public offering;
- e) Restrictions on and disclosures regarding personal securities transactions involving the purchase or sale of unregistered or restricted securities;
- f) Restrictions on engaging in personal securities transactions in certain securities during certain periods of time; and
- g) Holding demat and trading accounts with an approved broker only.

IPL's Compliance department will contact you shortly after you begin your assignment regarding disclosure requirements and pre-clearance of personal trades (if applicable).

Compliance with these requirements is a condition to any working relationship with Invesco, but does not guarantee a continued working relationship. All individuals work with Invesco on an at-will basis unless another status is agreed in writing with an authorized Invesco representative. Thank you for your cooperation and efforts toward maintaining Invesco as an organization that demonstrates the highest of ethical standards and behaviors in all of its business responsibilities.

Read and Acknowledged by:

Signature: _____
Anand Jos Wilfred

Date: _____





Annexure E: Transportation

In line with regulatory requirement and prevailing Invesco policy, Invesco provides door to door transport where applicable, for employees.

Employees whose login and log- out falls in between 7pm-7am can opt for company-provided transport facility, provided the following conditions are met:

- (I) Transport service is provided to employees who resides within 30kms radius from IIPL Office location.
- (II) It is intended that the maximum journey time should not be more than 120 minutes (one way). The calculated time is based on normal traffic conditions.

One of the prerequisites to making the Invesco offer was your proximity of residence to the Invesco office location. If you are unable to reside within the radius of Invesco Transport eligibility, during your tenure at IIPL, IIPL shall be entitled to take such necessary steps as may be required including

- (I) Ceasing the transportation facility
- (II) Termination of your employment with Invesco.

You are required to make yourself familiar with the Invesco Transport policy by reading the policy available on Intranet. More details can be obtained by contacting your Facilities Services department. Please note that the Invesco Transport policy may be updated and revised periodically without notice.

By signing below, you agree and confirm your understanding and acceptance of the above.

Read and Acknowledged by:

Signature: _____
Anand Jos Wilfred

Date: _____



Offer Letter

Name: Rakshitha V Boosnur
Presidency University

Dear Rakshitha V Boosnur,

We are pleased to inform you that based on your application and the Subsequent interviews you had, you have been selected for the position of **Trainee Consultant-Talent Collaboration**.

Your joining date will be **Monday 12 April 2021**

On the first day of the employment, please report to:

Company Address: JoulestoWatts Business Solutions,
Vaswani Presidio, 6th Floor, Panathur Main Road, Off Outer Ring Road, Kadubeesanahalli,
India

Reporting Time : 9:00 AM

You will be paid a gross annual salary of **Rs. 2,50,000/- (Two Lakhs Fifty Thousand only)**.


Your salary composition and other details are listed in the Employment Agreement annexed to this letter. Please indicate your acceptance to the Employment Agreement by signing and returning it within seven days from the date of this letter to the following address. Please retain the second copy for your records.

JoulestoWatts Business Solutions Pvt. Ltd

3rd floor, Vaswani Presidio
Bangalore - 560103

I look forward to welcoming you in our organization.

Should you need any further clarifications, please feel free to contact us.



HR Signature

Candidate Signature

JoulestoWatts Business Solutions Private Limited

3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103

www.joulestowatts.com

CIN : U74900KA2014PTC076748



EMPLOYMENT AGREEMENT

COMPENSATION STRUCTURE:

Your individual compensation is strictly between yourself and the Company. It has been determined based on various factors such as your job, skills, specific background and professional merit. This information and any changes therein should be treated as personal and confidential.

Your total annual CTC will be **Rs. 2,50,000/-** and its composition will be as follows:

Head	Annual	Monthly
Basic Salary	1,25,000.0	10,416.67
House Rent Allowance (HRA)	50,000.0	4,166.67
Stat Bonus	10,412.5	867.71
Medical	7,570.83	630.9
Telephone	12,000.0	1,000.0
Leave Travel Allowance (LTA)	10,416.67	868.06
Gross Earning	2,15,400.0	17,950.0
PF Employer Contribution	21,600.0	1,800.0
PF Employee Contribution	21,600.0	1,800.0
ESIC Employer	7,000.0	583.33
ESIC Employee	3,769.5	314.13
Gratuity	6,000.0	500.0
Net Take Home (Varies depending on Taxes)	1,83,861.0	15,635.88
CTC	2,50,000.0	20,833.33

1. Income Tax, Professional Tax and other applicable taxes shall be deducted from the salary on a monthly basis as per Government Policy.

The salary will be processed on 7th Working day of every month. However, if the 7th falls on a holiday, salary will be paid on the next working day. The monthly pay slips will be made available electronically.

If the joining date is after 20th of the month first salary will be processed along with the next payroll.

Salary will be disbursed on receipt of your PAN card number.

TIME SHEETS:

Shall send a hard copy/soft copy of the time sheets duly approved and signed by your Supervisor one business day in advance for processing salary every month to the following address:

Joules to Watts Business Solutions Pvt. Ltd
SJR I Park, Tower 4 Ground floor, Opposite to Satya Sai Hospital
EPIP Zone, Whitefield, Bangalore-560066

Delay in receiving the approved time sheets will result in a delay in payment of your salary.

STATUTORY BENEFITS:

You will be governed as per the respective acts of ESIC, PF, Bonus & Gratuity, as per the rules in force, from time to time.

BACKGROUND CHECK:

The Company reserves the right to verify the information furnished by you in your application for employment and through other documents. If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed / suppressed any relevant material facts, your services are liable to be terminated any time, without any notice or compensation in lieu thereof.

MEDICAL CHECK:

As per the Company policy, employees are required to undergo medical check on request at authorized medical centers and submit a duly certified copy of the medical certificate.

NO-SHOW:

Failure to report at the specified office on the **Monday 26 April 2021** shall be deemed as "No-Show". In such an event, the offer stands cancelled, and you shall be liable to pay one month's salary as penalty to the company for the loss suffered by the company.

JOB ROLES & RESPONSIBILITIES:

You shall be responsible for the performance of the functions expected of **Trainee Consultant-Talent Collaboration** and any additional functions and duties that may be assigned to you in connection with the business and operations of the Company.

You shall use the best of your efforts to promote, develop and extend the business of the Company and comply with the directions and regulations of the Company at all times, and in all respects.

REVIEW PERIOD:

Your performance will be reviewed to consider salary revision after 12 months from the date of joining.

ASSIGNMENT:

You shall acknowledge that the services to be rendered by you are unique and personal. During your service with the Company, you shall not assign any of the rights or delegate any of the duties or obligations under this Agreement without the prior written consent of the Company.

LEAVE:

You would be entitled to get maximum of 24 days of leaves per year. (pro rata bases)

HOLIDAYS:

As each region may have a different set of holidays, your holiday schedule will be governed by your office location.

DOCUMENTATION:

Upon being so required by the Company, you shall make, sign and execute all deeds, documents, and declarations as may be deemed necessary by the Company and/or its clients (including privacy and confidentiality agreements).

INDEMNITY:

You shall keep the Company indemnified for any damages, which the Company or its client may suffer due to any act/acts by you including breach of any terms of this agreement.

UN-AUTHORIZED ABSENCE:

Any absence for 3 consecutive business days without prior permission will be treated as un-authorized absence from the work. In such a case, the Company is entitled to terminate your services and/or seek compensation for any loss suffered by the Company or its Client due to such an absence.

CONFIDENTIALITY & NON DISCLOSURE:

You hereby acknowledge that by the reason of your services with the Company you will have access to records, documents, drawings, forms, reports, studies, memoranda, correspondence, manuals, plans, magnetic media and other information sources ("Confidential Material") and such Confidential Material constitutes the property of the Company and/or its clients, enables the Company and/or its clients to compete successfully in business and was acquired or created by the Company and/or its clients at substantial expense. In consideration of your services and the above disclosures, you agree that:

You will disclose to the Company all information, inventions, discoveries, products, systems, programs, documentation including improvements or modifications ("Proprietary Material"), relating to the Company and its clients which you acquired or developed during the term of your services with the Company and that such Proprietary Material is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours, at the Company facilities, or with the Company property or personnel. You will not disclose any such Proprietary Material to any unauthorized person during or after the completion of services with the Company.

You will not remove from the Company premises and/or the premises of its clients any Confidential Material, except in the performance of your duties. Upon termination of your services or when called upon by the Company, you will surrender all such Confidential Material together with any other the Company property that have been provided to him/her by the Company and/or its clients.

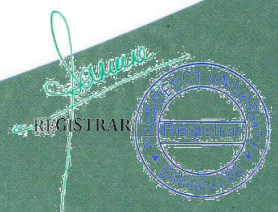
You agree to comply with a supplementary agreement, when issued, between the Company and a client regarding privacy and confidentiality. Such agreement will be incorporated into this Agreement by reference, including improvements or modification. "Proprietary Material" relating to the Company and its clients which you acquired or developed during the term of your services with the Company and its client is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours.

Joules to Watts Business Solutions Private Limited

**3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103**

www.joulestowatts.com

CIN : U74900KA2014PTC076748



NON COMPETE & NON SOLICITATION:

You agree that during your services with the Company and continuing for a period of twelve (12) months after termination of your services with the Company, you:

- a) Will not individually or on behalf of or in conjunction with any other person or entity (except on behalf of the Company), directly or indirectly, solicit, sell to, or perform similar services as provided by or available from the Company, for any clients of the Company.
- b) Will not seek and obtain employment, training, or contract for employment or seek to serve as you or otherwise to clients of the Company, customers, accounts or prospects, without the written permission of the Company.
- c) Will not directly or indirectly solicit or hire or cause others to solicit or hire any other employee of the Company.
- d) Unless pre-approved by the Company in writing, you will not, during the period of this assignment, prepare, compile, submit or publish any articles or contribute to any other publication or television serials / films / video presentations or assist anyone directly or indirectly in this regard.

WAIVER:

A waiver by the Company of a breach of any provision of this Agreement by you shall not operate or be construed as a waiver or estoppel of any subsequent breach by you. No waiver shall be valid unless in writing and signed by an authorized officer of the Company.

JURISDICTION:

In case of any dispute arising out of the Agreement, it shall be subject to jurisdiction of appropriate Court of Bangalore, Karnataka, India.

LEAVING THE COMPANY WITHOUT SERVING NOTICE PERIOD:

If you wish to leave the services of the Company, a clear written notice of 30 Days days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice.

However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

TERMINATION BY THE COMPANY:

The company may terminate your services with or without cause under the following conditions:

With Cause:The Company may, immediately and without notice, terminate your services with "Cause". The term "Cause" shall, as used in this Document, mean (1) the commission of a crime involving moral turpitude, theft, fraud or deceit; (2) conduct that has an adverse effect on the Company's reputation; (3) substantial or continued unwillingness or inability to perform duties assigned to the EMPLOYEE; (4) gross negligence or deliberate misconduct; (5) any material breach of terms and conditions specified in this letter; (6) Un-authorized absence from work for a period of three or more consecutive days without due consent or notifying your superior officer. (7) Providing any false information to the company.

Without Cause: (a) In the event that the employment is terminated without Cause, the EMPLOYEE will be provided with a 30 Days days written notice prior to such termination or paid severance pay in lieu thereof equivalent to the consolidated compensation package for a period of 30 Days days, calculated on the basis of the last basic salary.
(b) During probation period if the employment is terminated without Cause, the EMPLOYEE will be provided with 7 days prior written notice.

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TERMINATION BY EMPLOYEE:

If you wish to leave the services of the Company, a clear written notice of 30 Days days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice. However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

MORAL CONDUCT:

You shall not resort to or in any way abet any form of strike or coercion or physical duress in connection with any matter pertaining to your service or the service of any other employee.

ALTERNATIVE EMPLOYMENT:

You will be a whole time employee of the Company and will not engage yourself directly or indirectly in any other trade, business, profession or any other employment part time or full time anywhere in any capacity, either honorary or otherwise, whilst in the services of the Company. The findings of the management in this respect are final and binding. Breach of this condition shall lead to the termination of your services by the company without any notice or compensation.

COMPANY PROPERTIES IN YOUR POSSESSION:

You are expected to take proper care of company properties entrusted to you by the company.

In the event of your resignation/termination you are obliged to return all the company's property like access/ ID card, documents, machines, data, files and books etc., in your possession in good condition, or reimburse the value of the same. You shall also officially hand over your job responsibilities to your immediate supervisor or any other person nominated by the management for this purpose.

CHANGE OF ADDRESS:

Any change of residential address should be intimated to the department head in writing within 3 days from the date of such change. Your address as indicated shall be the correct address for sending all communications to you unless other wise intimated in writing by you. Communications addressed to you at the above address shall deem to have been duly served.

CODE OF CONDUCT:

During your services with us, you are expected to behave and perform in a manner that preserves the Company's and its Client's values and commitments.

Any or all of the terms and conditions pertaining to your services with the Company may be modified or changed at the Company's discretion. In the event any terms/conditions are changed, the same shall be informed to you in writing.

PLACE OF EMPLOYMENT AND TRANSFER:

You acknowledge and agree that you may be assigned, or liable to be transferred or deputed from one place to another and / or from one department / unit to another or any other subsidiary /Associate Establishment/or their contractors and clients either existing or to be set up in future any where in India or abroad purely at the discretion of the management depending upon the needs and requirement of the company. On such assignment, transfer, or deputation you will be governed by the Rules and Regulations and other working /service conditions as applicable at the place of posting including to consent to add/or agree to certain other agreements.

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PROBATION:

The Employee shall be on probation for a period of three (3) months from the date of joining. The Company shall be entitled to forthwith terminate the services of the Employee and this Agreement at any time during the probation period. The Company may in its sole discretion extend the Employee's probation period based on the Employee's performance, conduct and/or other factors as the company may deem fit. The Employee's probation period shall not be considered to be completed, unless the Employee's services are confirmed by the Company in writing by a Letter of Confirmation. Employee is not entitled for leaves during the probation period and leaves taken during probation will be considered as Loss of Pay.

DECLARATION:

This is to confirm that the documents and information provided by me to the Company for the purpose of my services are true and accurate to the best of my knowledge and belief. I also agree that the various terms and conditions set forth in this Agreement are fair, just and reasonable and I shall strictly adhere to the terms specified.

	April 12 , 2021 -----
Signature	Date



Joules to Watts Business Solutions Private Limited

3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103

www.joulestowatts.com

CIN : U74900KA2014PTC076748



Offer Letter

Name: Mohammed Ismail Jabiulla M
Presidency University

Dear Mohammed Ismail Jabiulla M,

We are pleased to inform you that based on your application and the Subsequent interviews you had, you have been selected for the position of **Trainee Consultant-Talent Collaboration**.

Your joining date will be **Monday 12 April 2021**

On the first day of the employment, please report to:

Company Address: JoulestoWatts Business Solutions,
Vaswani Presidio, 6th Floor, Panathur Main Road, Off Outer Ring Road, Kadubeesanahalli,
India

Reporting Time : 9:00 AM

You will be paid a gross annual salary of **Rs. 2,50,000/- (Two Lakhs Fifty Thousand only)**.


Your salary composition and other details are listed in the Employment Agreement annexed to this letter. Please indicate your acceptance to the Employment Agreement by signing and returning it within seven days from the date of this letter to the following address. Please retain the second copy for your records.

JoulestoWatts Business Solutions Pvt. Ltd

3rd floor, Vaswani Presidio
Bangalore - 560103

I look forward to welcoming you in our organization.

Should you need any further clarifications, please feel free to contact us.



HR Signature

Candidate Signature

JoulestoWatts Business Solutions Private Limited

3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103

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EMPLOYMENT AGREEMENT

COMPENSATION STRUCTURE:

Your individual compensation is strictly between yourself and the Company. It has been determined based on various factors such as your job, skills, specific background and professional merit. This information and any changes therein should be treated as personal and confidential.

Your total annual CTC will be **Rs. 2,50,000/-** and its composition will be as follows:

Head	Annual	Monthly
Basic Salary	1,25,000.0	10,416.67
House Rent Allowance (HRA)	50,000.0	4,166.67
Stat Bonus	10,412.5	867.71
Medical	7,570.83	630.9
Telephone	12,000.0	1,000.0
Leave Travel Allowance (LTA)	10,416.67	868.06
Gross Earning	2,15,400.0	17,950.0
PF Employer Contribution	21,600.0	1,800.0
PF Employee Contribution	21,600.0	1,800.0
ESIC Employer	7,000.0	583.33
ESIC Employee	3,769.5	314.13
Gratuity	6,000.0	500.0
Net Take Home (Varies depending on Taxes)	1,83,861.0	15,635.88
CTC	2,50,000.0	20,833.33

1. Income Tax, Professional Tax and other applicable taxes shall be deducted from the salary on a monthly basis as per Government Policy.

The salary will be processed on 7th Working day of every month. However, if the 7th falls on a holiday, salary will be paid on the next working day. The monthly pay slips will be made available electronically.

If the joining date is after 20th of the month first salary will be processed along with the next payroll.

Salary will be disbursed on receipt of your PAN card number.

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TIME SHEETS:

Shall send a hard copy/soft copy of the time sheets duly approved and signed by your Supervisor one business day in advance for processing salary every month to the following address:

Joules to Watts Business Solutions Pvt. Ltd
SJR I Park, Tower 4 Ground floor, Opposite to Satya Sai Hospital
EPIP Zone, Whitefield, Bangalore-560066

Delay in receiving the approved time sheets will result in a delay in payment of your salary.

STATUTORY BENEFITS:

You will be governed as per the respective acts of ESIC, PF, Bonus & Gratuity, as per the rules in force, from time to time.

BACKGROUND CHECK:

The Company reserves the right to verify the information furnished by you in your application for employment and through other documents. If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed / suppressed any relevant material facts, your services are liable to be terminated any time, without any notice or compensation in lieu thereof.

MEDICAL CHECK:

As per the Company policy, employees are required to undergo medical check on request at authorized medical centers and submit a duly certified copy of the medical certificate.

NO-SHOW:

Failure to report at the specified office on the **Monday 26 April 2021** shall be deemed as "No-Show". In such an event, the offer stands cancelled, and you shall be liable to pay one month's salary as penalty to the company for the loss suffered by the company.

JOB ROLES & RESPONSIBILITIES:

You shall be responsible for the performance of the functions expected of **Trainee Consultant-Talent Collaboration** and any additional functions and duties that may be assigned to you in connection with the business and operations of the Company.

You shall use the best of your efforts to promote, develop and extend the business of the Company and comply with the directions and regulations of the Company at all times, and in all respects.

REVIEW PERIOD:

Your performance will be reviewed to consider salary revision after 12 months from the date of joining.

ASSIGNMENT:

You shall acknowledge that the services to be rendered by you are unique and personal. During your service with the Company, you shall not assign any of the rights or delegate any of the duties or obligations under this Agreement without the prior written consent of the Company.

LEAVE:

You would be entitled to get maximum of 24 days of leaves per year. (pro rata bases)

HOLIDAYS:

As each region may have a different set of holidays, your holiday schedule will be governed by your office location.

DOCUMENTATION:

Upon being so required by the Company, you shall make, sign and execute all deeds, documents, and declarations as may be deemed necessary by the Company and/or its clients (including privacy and confidentiality agreements).

INDEMNITY:

You shall keep the Company indemnified for any damages, which the Company or its client may suffer due to any act/acts by you including breach of any terms of this agreement.

UN-AUTHORIZED ABSENCE:

Any absence for 3 consecutive business days without prior permission will be treated as un-authorized absence from the work. In such a case, the Company is entitled to terminate your services and/or seek compensation for any loss suffered by the Company or its Client due to such an absence.

CONFIDENTIALITY & NON DISCLOSURE:

You hereby acknowledge that by the reason of your services with the Company you will have access to records, documents, drawings, forms, reports, studies, memoranda, correspondence, manuals, plans, magnetic media and other information sources ("Confidential Material") and such Confidential Material constitutes the property of the Company and/or its clients, enables the Company and/or its clients to compete successfully in business and was acquired or created by the Company and/or its clients at substantial expense. In consideration of your services and the above disclosures, you agree that:

You will disclose to the Company all information, inventions, discoveries, products, systems, programs, documentation including improvements or modifications ("Proprietary Material"), relating to the Company and its clients which you acquired or developed during the term of your services with the Company and that such Proprietary Material is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours, at the Company facilities, or with the Company property or personnel. You will not disclose any such Proprietary Material to any unauthorized person during or after the completion of services with the Company.

You will not remove from the Company premises and/or the premises of its clients any Confidential Material, except in the performance of your duties. Upon termination of your services or when called upon by the Company, you will surrender all such Confidential Material together with any other the Company property that have been provided to him/her by the Company and/or its clients.

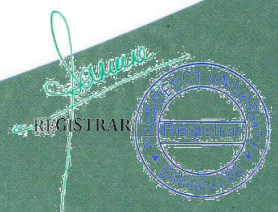
You agree to comply with a supplementary agreement, when issued, between the Company and a client regarding privacy and confidentiality. Such agreement will be incorporated into this Agreement by reference, including improvements or modification. "Proprietary Material" relating to the Company and its clients which you acquired or developed during the term of your services with the Company and its client is the sole property of the Company or its clients, regardless of whether or not its acquisition or development occurred during work hours.

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www.joulestowatts.com

CIN : U74900KA2014PTC076748



NON COMPETE & NON SOLICITATION:

You agree that during your services with the Company and continuing for a period of twelve (12) months after termination of your services with the Company, you:

- a) Will not individually or on behalf of or in conjunction with any other person or entity (except on behalf of the Company), directly or indirectly, solicit, sell to, or perform similar services as provided by or available from the Company, for any clients of the Company.
- b) Will not seek and obtain employment, training, or contract for employment or seek to serve as you or otherwise to clients of the Company, customers, accounts or prospects, without the written permission of the Company.
- c) Will not directly or indirectly solicit or hire or cause others to solicit or hire any other employee of the Company.
- d) Unless pre-approved by the Company in writing, you will not, during the period of this assignment, prepare, compile, submit or publish any articles or contribute to any other publication or television serials / films / video presentations or assist anyone directly or indirectly in this regard.

WAIVER:

A waiver by the Company of a breach of any provision of this Agreement by you shall not operate or be construed as a waiver or estoppel of any subsequent breach by you. No waiver shall be valid unless in writing and signed by an authorized officer of the Company.

JURISDICTION:

In case of any dispute arising out of the Agreement, it shall be subject to jurisdiction of appropriate Court of Bangalore, Karnataka, India.

LEAVING THE COMPANY WITHOUT SERVING NOTICE PERIOD:

If you wish to leave the services of the Company, a clear written notice of 30 Days days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice.

However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

TERMINATION BY THE COMPANY:

The company may terminate your services with or without cause under the following conditions:

With Cause:The Company may, immediately and without notice, terminate your services with "Cause". The term "Cause" shall, as used in this Document, mean (1) the commission of a crime involving moral turpitude, theft, fraud or deceit; (2) conduct that has an adverse effect on the Company's reputation; (3) substantial or continued unwillingness or inability to perform duties assigned to the EMPLOYEE; (4) gross negligence or deliberate misconduct; (5) any material breach of terms and conditions specified in this letter; (6) Un-authorized absence from work for a period of three or more consecutive days without due consent or notifying your superior officer. (7) Providing any false information to the company.

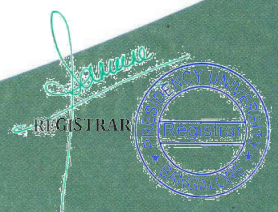
Without Cause: (a) In the event that the employment is terminated without Cause, the EMPLOYEE will be provided with a 30 Days days written notice prior to such termination or paid severance pay in lieu thereof equivalent to the consolidated compensation package for a period of 30 Days days, calculated on the basis of the last basic salary.
(b) During probation period if the employment is terminated without Cause, the EMPLOYEE will be provided with 7 days prior written notice.

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CIN : U74900KA2014PTC076748



TERMINATION BY EMPLOYEE:

If you wish to leave the services of the Company, a clear written notice of 30 Days days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice. However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period.

MORAL CONDUCT:

You shall not resort to or in any way abet any form of strike or coercion or physical duress in connection with any matter pertaining to your service or the service of any other employee.

ALTERNATIVE EMPLOYMENT:

You will be a whole time employee of the Company and will not engage yourself directly or indirectly in any other trade, business, profession or any other employment part time or full time anywhere in any capacity, either honorary or otherwise, whilst in the services of the Company. The findings of the management in this respect are final and binding. Breach of this condition shall lead to the termination of your services by the company without any notice or compensation.

COMPANY PROPERTIES IN YOUR POSSESSION:

You are expected to take proper care of company properties entrusted to you by the company.

In the event of your resignation/termination you are obliged to return all the company's property like access/ ID card, documents, machines, data, files and books etc., in your possession in good condition, or reimburse the value of the same. You shall also officially hand over your job responsibilities to your immediate supervisor or any other person nominated by the management for this purpose.

CHANGE OF ADDRESS:

Any change of residential address should be intimated to the department head in writing within 3 days from the date of such change. Your address as indicated shall be the correct address for sending all communications to you unless other wise intimated in writing by you. Communications addressed to you at the above address shall deem to have been duly served.

CODE OF CONDUCT:

During your services with us, you are expected to behave and perform in a manner that preserves the Company's and its Client's values and commitments.

Any or all of the terms and conditions pertaining to your services with the Company may be modified or changed at the Company's discretion. In the event any terms/conditions are changed, the same shall be informed to you in writing.

PLACE OF EMPLOYMENT AND TRANSFER:

You acknowledge and agree that you may be assigned, or liable to be transferred or deputed from one place to another and / or from one department / unit to another or any other subsidiary /Associate Establishment/or their contractors and clients either existing or to be set up in future any where in India or abroad purely at the discretion of the management depending upon the needs and requirement of the company. On such assignment, transfer, or deputation you will be governed by the Rules and Regulations and other working /service conditions as applicable at the place of posting including to consent to add/or agree to certain other agreements.

Joules to Watts Business Solutions Private Limited

**3rd Floor, Vaswani Presidio, Panathur Main Road,
Off Outer Ring Road, Bangalore, Karnataka- 560103**

www.joulestowatts.com

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PROBATION:

The Employee shall be on probation for a period of three (3) months from the date of joining. The Company shall be entitled to forthwith terminate the services of the Employee and this Agreement at any time during the probation period. The Company may in its sole discretion extend the Employee's probation period based on the Employee's performance, conduct and/or other factors as the company may deem fit. The Employee's probation period shall not be considered to be completed, unless the Employee's services are confirmed by the Company in writing by a Letter of Confirmation. Employee is not entitled for leaves during the probation period and leaves taken during probation will be considered as Loss of Pay.

DECLARATION:

This is to confirm that the documents and information provided by me to the Company for the purpose of my services are true and accurate to the best of my knowledge and belief. I also agree that the various terms and conditions set forth in this Agreement are fair, just and reasonable and I shall strictly adhere to the terms specified.

	April 12 , 2021 -----
Signature	Date



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Offer Letter

Name: Jeevitha M
Presidency University

Dear Jeevitha M,

We are pleased to inform you that based on your application and the Subsequent interviews you had, you have been selected for the position of **Trainee Consultant-Talent Collaboration**.

Your joining date will be **Monday 12 April 2021**

On the first day of the employment, please report to:

Company Address: JoulestoWatts Business Solutions,
Vaswani Presidio, 6th Floor, Panathur Main Road, Off Outer Ring Road, Kadubeesanahalli,
India

Reporting Time : 9:00 AM

You will be paid a gross annual salary of **Rs. 2,50,000/- (Two Lakhs Fifty Thousand only)**.

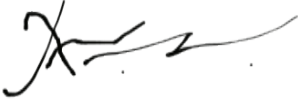
Your salary composition and other details are listed in the Employment Agreement annexed to this letter. Please indicate your acceptance to the Employment Agreement by signing and returning it within seven days from the date of this letter to the following address. Please retain the second copy for your records.

JoulestoWatts Business Solutions Pvt. Ltd

3rd floor, Vaswani Presidio
Bangalore - 560103

I look forward to welcoming you in our organization.

Should you need any further clarifications, please feel free to contact us.



HR Signature

Candidate Signature

JoulestoWatts Business Solutions Private Limited

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EMPLOYMENT AGREEMENT

COMPENSATION STRUCTURE:

Your individual compensation is strictly between yourself and the Company. It has been determined based on various factors such as your job, skills, specific background and professional merit. This information and any changes therein should be treated as personal and confidential.

Your total annual CTC will be **Rs. 2,50,000/-** and its composition will be as follows:

Head	Annual	Monthly
Basic Salary	1,25,000.0	10,416.67
House Rent Allowance (HRA)	50,000.0	4,166.67
Stat Bonus	10,412.5	867.71
Medical	7,570.83	630.9
Telephone	12,000.0	1,000.0
Leave Travel Allowance (LTA)	10,416.67	868.06
Gross Earning	2,15,400.0	17,950.0
PF Employer Contribution	21,600.0	1,800.0
PF Employee Contribution	21,600.0	1,800.0
ESIC Employer	7,000.0	583.33
ESIC Employee	3,769.5	314.13
Gratuity	6,000.0	500.0
Net Take Home (Varies depending on Taxes)	1,83,861.0	15,635.88
CTC	2,50,000.0	20,833.33

1. Income Tax, Professional Tax and other applicable taxes shall be deducted from the salary on a monthly basis as per Government Policy.

The salary will be processed on 7th Working day of every month. However, if the 7th falls on a holiday, salary will be paid on the next working day. The monthly pay slips will be made available electronically.

If the joining date is after 20th of the month first salary will be processed along with the next payroll.

Salary will be disbursed on receipt of your PAN card number.

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TIME SHEETS:

Shall send a hard copy/soft copy of the time sheets duly approved and signed by your Supervisor one business day in advance for processing salary every month to the following address:

Joules to Watts Business Solutions Pvt. Ltd
SJR I Park, Tower 4 Ground floor, Opposite to Satya Sai Hospital
EPIP Zone, Whitefield, Bangalore-560066

Delay in receiving the approved time sheets will result in a delay in payment of your salary.

STATUTORY BENEFITS:

You will be governed as per the respective acts of ESIC, PF, Bonus & Gratuity, as per the rules in force, from time to time.

BACKGROUND CHECK:

The Company reserves the right to verify the information furnished by you in your application for employment and through other documents. If it is found that you have misrepresented any information in your application for employment or have furnished any false information or have concealed / suppressed any relevant material facts, your services are liable to be terminated any time, without any notice or compensation in lieu thereof.

MEDICAL CHECK:

As per the Company policy, employees are required to undergo medical check on request at authorized medical centers and submit a duly certified copy of the medical certificate.

NO-SHOW:

Failure to report at the specified office on the **Monday 26 April 2021** shall be deemed as "No-Show". In such an event, the offer stands cancelled, and you shall be liable to pay one month's salary as penalty to the company for the loss suffered by the company.

JOB ROLES & RESPONSIBILITIES:

You shall be responsible for the performance of the functions expected of **Trainee Consultant-Talent Collaboration** and any additional functions and duties that may be assigned to you in connection with the business and operations of the Company.

You shall use the best of your efforts to promote, develop and extend the business of the Company and comply with the directions and regulations of the Company at all times, and in all respects.

REVIEW PERIOD:

Your performance will be reviewed to consider salary revision after 12 months from the date of joining.

ASSIGNMENT:

You shall acknowledge that the services to be rendered by you are unique and personal. During your service with the Company, you shall not assign any of the rights or delegate any of the duties or obligations under this Agreement without the prior written consent of the Company.