

## Self Employment Declaration

I Mr./Ms. ....SIMRAN SINGH..... Son/Daughter of .....RAVINDER SINGH.....  
Address ...270,KUNWAR SINGH ROAD ,DIMNA ROAD MANGO JAMSHEDPUR JHARKHAND....  
a passed-out students of B.TECH. (IPE) do hereby declare that I am running a business/Self  
Employed/Employed in .....TATA CONSULTANCY SERVICES..... having a tentative average  
monthly income of Rupees.....30K.....

This self -declaration is being issued on the request of my alma mater Guru Ghasidas  
Viswavidyalaya, Bilaspur.

Place:Jamshedpur

Date:10<sup>th</sup> June 2023

Signature:Simran Singh

Name:SIMRAN SINGH

Mob:7209238191

Email:SMARAN19950630@GMAIL.COM

## Self-Employment Declaration

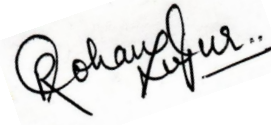
I Mr./Ms. Rohan Rohit kujur Son/Daughter of Anjana Kumud Kujur Address Prem Nagar, Kanke Road Ranchi, Ranchi-834006 (Jharkhand) a passed-out students of B.TECH. (IPE) do hereby declare that I am running a business/ self-employed/employed in PwC India having a tentative average monthly income of Rupees 1.20 LPM

This self -declaration is being issued on the request of my alma mater Guru Ghasidas Viswavidyalaya, Bilaspur.

Place: Ranchi

Date: 11th June 2023

Signature:



Name: Rohan Rohit Kujur

Mob: 8789756237

Email: rohanrohitkujur@gmail.com


## Self-Employment Declaration

I Mr./Ms. ...**JASPAL KUMAR RANA**..... Son/Daughter of ...**Mr. INDRADEV PRASAD**...  
Address...**NAWADA (BIHAR)**..., a passed-out students of B.TECH. (IPE) do hereby declare that  
I am running a business/ self-employed/**employed** in.....**AM/NS INDIA**.....having a  
tentative average monthly income of Rupees.....**Rs. 40,000**

This self -declaration is being issued on the request of my alma mater Guru Ghasidas  
Viswavidyalaya, Bilaspur.

Place: SURAT

Date: 13/06/2023

Signature: 

Name: JASPAL KUMAR RANA

Mob: 8602570446

Email: jaspalrana4746@gmail.com

**Ref. No. - CIL/HR/SS/00013155**

**16 August, 2022**

**Saumya Shakti  
Employee No: 13155**

**Sub: Confirmation of Services**

**Dear Saumya,**

With reference to your performance assessment during probation period, we are pleased to share that you have successfully completed your probation and your employment is being confirmed effective **16 Aug, 2022**.

All other terms and conditions as mentioned in your employment letter shall remain unchanged.

We appreciate your efforts and look forward to your continued contribution.

**With Best Wishes,  
For Cairn Oil & Gas, Vedanta Ltd**



**Pushkar Kumar  
CHRO – Cairn Assets**

**VEDANTA LIMITED**

**Cairn Oil & Gas:** ASF Center Tower A, 362-363, Jwala Mill Road, Phase IV, Udyog Vihar, Sector 18, Gurugram – 122016, Haryana, India  
T +91 124 459 3000 | F +91 124 414 5612 | [www.cairnindia.com](http://www.cairnindia.com)

**Registered Office:** Vedanta Limited, 1<sup>st</sup> Floor, 'C' wing, Unit 103, Corporate Avenue, Atul Projects, Chakala, Andheri (East), Mumbai – 400093, Maharashtra, India | T +91 22 664 34500 | F +91 22 664 34530 | [www.vedantalimited.com](http://www.vedantalimited.com)

CIN: L13209MH1965PLC291394



**Private & Confidential**

Ref. No: 337604WD

**6 June 2022**

**Mr. Rohan Rohit Kujur**  
**C/o. Mr. Late. Rakhwal kujur**  
**Prem Nagar Kanke Ranchi po+ps: Kanke (Jharkhand)**

Dear **Rohan**,

**Sub: Contract of Employment**

We are pleased to appoint you at Job Level of **Associate** and Management Level of **Consultant** in the **Technology Consulting** Sub Business of the **Advisory** Line of Service of **PricewaterhouseCoopers Services LLP** ("LLP"). It is expected that you would join on **04/07/2022**. This offer of appointment is subject to the terms and conditions attached hereto (Appendix A and Appendix B).

**Your place of posting will be Kolkata DN 57.**

Your Total Base Pay (i.e. annual fixed compensation) will be **Rs. 16,00,000/- (Rupees Sixteen Lakh only)** as detailed in **Appendix A**. You will also be eligible for annual variable pay as per the LLP's extant internal Policy as indicated in **Appendix A**. Review of your performance and compensation would be done periodically in line with the LLP's policies. In addition to the above, a one-time ex-gratia payment of **Rs. 2,00,000/- (Rupees Two Lakh only)** would be made to you along with the first month salary. However, please note that in case, you resign from the services of the Company within a period of one year from the date of joining, the entire ex-gratia amount of **Rs. 2,00,000/- (Rupees Two Lakh only)** will be **repayable** by you to the Company forthwith. Review of your performance and compensation would be done periodically in line with the Company's policies.

**Appendix B** lists out the broad terms and conditions of service governing your employment with the LLP. These are subject to change from time to time. You will be expected to carefully read, and keep yourself abreast of, the policies of the LLP as announced or amended from time to time. These amendments would be binding on you, immediately on its publication.

It is important to note that the LLP has a documented Human Capital Manual or Policy (hereinafter HC Policy). The HC Policy inter-alia contains various important provisions, for e.g. leaves, notice period, independence policy, etc. which are applicable to all staff members. Such provisions of HC Policy shall, by reference, be deemed to be part of your employment contract with the LLP and you shall at all times be bound by the same. Furthermore, all women employees are entitled to benefit under the Maternity Benefit Act, please refer to the Human Capital Manual or Policy as available under the "Policy House" for further details in this regard.

As an employee of the LLP, you are requested to go through the HC Policy and other policies or any amendment therein carefully to fully understand these provisions and its implication on your employment with the LLP.

In the event of any inconsistency between this employment contract and the HC Policy, the provisions of HC Policy shall supersede.



To confirm your acceptance to this agreement, please initial all the pages and put your signature on the declaration at the last page of this agreement and return to us the duplicate copy of the entire agreement duly initialed and signed. Please note that this offer shall remain open for 3 days post-receipt of this employment contract, by which date if you have not given your acceptance in writing it shall automatically be deemed to have been rejected. In the event that you accept this offer, you are required to join your duties with us latest by **04/07/2022** failing which it shall be assumed that you have decided not to join and thus to have rejected this offer.

We look forward to a long and mutually beneficial relationship with you.

Yours faithfully,  
For PricewaterhouseCoopers Services LLP,

**Shakir Iqbal**  
**Director – Human Capital**

Note: This document is digitally generated and sent from the official email ID and hence does not require a signature

Initial of Employee RRK

APPENDIX A

6 June 2022

Name: **Rohan Rohit Kujur**  
 Job Level: **Associate**  
 Management Level: **Consultant**  
 Sub SBU: **7410631|Enterprise Apps-SAP|Kolkata**  
 Competency: **7410631|Enterprise Apps-SAP|Kolkata**  
 Location: **Kolkata DN 57**

COMPENSATION PACKAGE DETAILS		
Elements	Monthly (Rs)	Annual (Rs)
Basic	₹ 53,333	₹ 640,000
House Rent Allowance	₹ 26,667	₹ 320,000
Provident Fund (Employers' Contribution)	₹ 6,400	₹ 76,800
<b>Total</b>	<b>₹ 86,400</b>	<b>₹ 1,036,800</b>
<b>**Reimbursable Flexible Benefits (RFB) &amp; Employers' contribution to National Pension Scheme</b>		<b>₹ 563,200</b>
<b>Total Base Pay (i.e. Annual Fixed Compensation)</b>		<b>₹ 1,600,000</b>
<b>Variable Pay (earning potential @25% for Top Rater)*</b> (The annual variable pay may range from 0% to 25% of the total base pay and will be based on the Company's extant Policy on this and subject to your performance rating as well as Company's Business performance for that financial year and will be prorated based on the number of days you serve with the Company during the applicable financial year, provided you are not serving your Notice period during the payout cutoff date prescribed by the Company which is 30 June.)		<b>₹ 400,000</b>
<b>One time ex-gratia payment</b> In case, you resign from the services of the Company within a period of one year from the date of joining, the entire ex-gratia payment will be repayable by you to the Company forthwith.		<b>₹ 200,000</b>

Initial of Employee RRK



<b>Potential Total Cash Compensation in the first year</b>	₹	<b>2,200,000</b>
Gratuity (15 days of basic, after completion of 5 years of service)	₹	30,784
Insurance (Group Medical/Personal Accident/Term Life)	₹	19,815
<b>Total Cost to Company in the first year</b>	₹	<b>2,250,599</b>
*Performance Based - Range : 0% - 25%		

\* The LLP has decided to contribute 10% of your Basic salary as its contribution towards NPS scheme. In case, you feel that the LLP should not contribute / contribute at a lesser rate please update the NPS & RFB form. The lesser contribution to NPS will move towards RFB.

All the above amounts are based on a full year of service and the amount payable to you would be determined pro-rata based on the number of days that you serve with the LLP during the applicable financial year.

#### **ANNUAL VARIABLE PAY**

In addition to the above Total Base Pay, you will be eligible for annual Variable Pay.

The annual Variable Pay will be payable as per the Human Capital policy (as amended from time to time). The Annual compensation and Variable Pay / Performance Bonus will be subject to deduction of tax at source, in accordance with Income Tax Act, 1961 and all other central and state legislation applicable to your base location.

Additional benefits extended by the LLP are gratuity as per the Payment of Gratuity Act 1972, Group Personal Accident, Group Life Term and the Group Mediciam Insurance as per the LLP's policy.

Please note that as an employee of the LLP, you are subject to all the policies and procedures of the LLP including those relating to Independence, Risk Management and Code of Conduct, as amended from time to time. Your compensation is personal to you and you are required to ensure that confidentiality of the compensation is maintained at all times.

Initial of Employee RRK



## APPENDIX B

### General Terms & Conditions

#### 1. Verification

Your employment in the LLP is subject to satisfactory verification of your certificates, testimonials and personal particulars/ credentials. The LLP reserves the right to get a background check (including criminal history record search, education and employment; and personal details verification) conducted on you, which you explicitly agree to, whether done directly by us or through nominated third party agencies. In the event that such verification or background check reveals any discrepancy in the statement(s) made in your application or in the bio-data with the LLP or in the declarations made by you in this agreement, your services are liable to be terminated forthwith without any notice or compensation.

#### 2. Date of Birth

The date of birth declared by you is **03/07/1997**. You will be bound by such declared date of birth in all service matters with the LLP, including your retirement age. Though at this time the LLP has accepted this as your date of birth on the basis of your statement and the documents you have provided, the LLP may at any time call upon you to furnish additional proof thereof as deemed appropriate.

#### 3. Nationality

You confirm that you are an Indian national and hold an Indian Passport and are thus exempt from any additional work authorization to work in India.

However, if you are a non- Indian holding a foreign passport, you will be required to demonstrate that you have the necessary authorizations for working in India by submission of relevant documents. It will be your responsibility to ensure that throughout your employment with **PricewaterhouseCoopers Services LLP** your work authorizations are up to date and you shall hold **PricewaterhouseCoopers Services LLP** harmless and indemnified against any act or omission on your part in this regard. In case the work authorization ends during the course of your employment with **PricewaterhouseCoopers Services LLP** your contract with **PricewaterhouseCoopers Services LLP** will be deemed to be terminated.

#### 4. Working Hours

The working hours of the LLP have been provided in the Human Capital Policy. Your work is of continuous responsibility and you will be expected to complete your assigned duties within the required time frame.

Initial of Employee RRK



## 5. Leave

Your annual leave entitlement will be as provided in the Human Capital Policy of the LLP as amended from time to time. You shall also adhere to the weekly off based on your place of posting as applicable and amended from time to time.

## 6. Posting & Transfer

Your place of posting shall be as indicated in the first page of this Contract of Employment and you agree to be transferred in such capacity as the LLP may from time to time determine. In such a case, you shall be governed by the specific terms and conditions applicable to your new location.

## 7. Secondment

Your job may entail you to proceed, from time to time, on assignments at stations outside your place of posting and stations overseas. Based on exigencies of work and at the discretion of the LLP your services may also be transferred to any office of the LLP or seconded to any of its associate Firms in India or abroad or to any office of the LLP abroad. In such event you will be governed by the transfer and secondment rules framed by the LLP and / or by such associate Firm in this respect. In the event of your transfer and / or secondment you will also be governed by the specific terms and conditions applicable to your new location. You will be responsible to remain compliant with all applicable immigration/ visa and foreign exchange rules in this regard.

## 8. Confidentiality

Maintaining confidentiality is a condition to your employment.

During your employment, you will not store, copy, possess, use or disclose confidential/ personal/ sensitive information or data (including those from any of your previous employment(s) with other organizations) in an unauthorized manner. You shall not bring any such information or data into the LLP.

You will not, either during your employment with the LLP or after termination of such employment, divulge to anyone any information, secret, accounts or dealings relating to the LLP's business, its affairs or its clients, service providers, sub-contractors or vendors, other than to the Directors of the LLP or their authorized representatives.

On discontinuation of your employment, you will return to the LLP, all papers and documents and all other property pertaining to the LLP or affairs of the LLP or its client or any of its associates or branches, which may be in your possession, and will not retain any copy or extract therefrom.

You agree to sign engagement specific non-disclosure/ confidentiality agreements, if so required by the LLP / certain clients of the LLP. In case of any breach of confidentiality caused by you, either during or after the termination of your employment with us, you will be personally liable to the LLP, our clients and third parties.

## 9. Intellectual Property

The nature of work to be assigned to you might be such that the clients may retain exclusive ownership rights on the resulting work products on unconditional basis. Further, the LLP may need to provide a client with material without acknowledging each individual who worked on it.

Initial of Employee RRK



By signing this agreement, you are:

- Acknowledging and agreeing to the condition that all existing and future intellectual property rights in any materials, information and technology of any nature created by you, either singly or jointly with other persons, are the exclusive property of the LLP with unfettered rights for utilization or disposal of the same; and
- Consenting to the LLP and/ or its clients using or adapting material to which you have contributed, in any manner and without expressly acknowledging your individual contribution.

## 10. Independence

Independence is a professional principle and obligation that must be observed by all Staff members providing internal and/or client services.

Independence obligations prohibit, among other things, you, your spouse/ cohabitant and your dependents (collectively referred to as "you", "your") from holding certain positions with or investing in certain audit/ attest clients of the LLP and such clients' affiliates. Similarly, a non-dependent close family member's position with or material investment in an audit/ attest client of the LLP may impair your compliance with the LLP's independence rules.

Your position, job description, office location and client associations determine the applicability of specific provisions of the LLP's independence policy to you. Because it is important that you become familiar and comply with the LLP's independence policy, you agree to review the LLP's policies and materials regarding independence. Before joining the LLP and periodically thereafter, you will be required to confirm your compliance with the LLP's independence policy. In the event that the LLP's independence policy undergoes amendment, you shall be bound by the amended terms.

In connection with your independence obligations, the LLP and/ or the Securities and Exchange Commission and / or other statutory body may request, and you agree to provide, relevant financial and tax information including but not limited to up-to-date records of your investment portfolio, bank statements, credit card statements, insurance policies, loan documents. You may also be required to maintain a current record of your financial holdings (but not their value) in a LLP database. If an impairment of the LLP's independence or a conflict of interest exists or is likely to occur, you may be required to dispose of securities or resolve other independence issues on short notice and on terms that are disadvantageous to you. You also may be required to relocate to another LLP office or even to leave the LLP.

## 11. Staff Members Joining Clients

The Independence Policy also mandates that in the event of an offer of employment from the audit client and/ or clients' affiliates you are currently engaged on, or have been engaged in the recent past, it is mandatory to immediately notify the Engagement Partner of such an offer.

On cessation of employment, you will not accept employment with a US Securities and Exchange Commission (SEC) registrant audit client in the capacity of chief executive officer, controller, chief financial officer, chief accounting officer or in any equivalent position wherein, you have put in more than ten hours of services at any point during the annual reporting period and within the one-year period prior to the commencement of the audit in progress.

## 12. Risk Management

Initial of Employee RRK



A clear objective of the LLP is to effectively manage its risks while providing high quality services to our clients. To achieve this, the LLP has an effective set of risk management policies, processes and procedures. All team members are responsible for managing the risks on the assignments they undertake for clients. You will therefore be required to comply and keep yourself updated with various risk management policies and processes as in force from time to time when undertaking your work.

### **13. Confidential and Proprietary Information**

Information and materials relating to the LLP, its clients, licensors and suppliers that are not publicly available must be treated as confidential and proprietary ("Confidential Information") and may only be used or disclosed for business purposes related to your employment duties with the LLP. You have an obligation to safeguard Confidential Information from unauthorized use and disclosure. Confidential Information includes, but is not limited to, the LLP's professional, technical and administrative manuals; associated forms, processes, and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans. Because Confidential Information is extremely valuable, the LLP takes measures and may initiate any action including but not limited to initiating criminal proceedings to maintain its confidentiality and guard its secrecy. Confidential Information may be copied, disclosed or used by you during your employment with the LLP only as necessary to carry out LLP business and, where applicable, only as required or authorized under the terms of any agreements between the LLP and its clients, licensors and suppliers. You agree not to take or keep any Confidential Information when you leave the LLP. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the leader of your practice unit or Host GMC to seek the LLP's consent prior to any disclosure. These confidentiality restrictions are permanent and do not lapse or cease upon your departure from the LLP.

### **14. Insider information**

You are prohibited from using or sharing information, not publicly disclosed, which you obtain during the course of your work for the LLP, for your personal gain or advantage in securities transactions, or for the personal gain or advantage of anyone with whom you improperly share this information. This restriction applies to such information related to any company, not just the LLP's clients and their affiliates. The foregoing obligation is in addition to any obligation that you have not to purchase or hold securities of entities with respect to which the LLP must maintain independence.

### **15. Code of Conduct**

The Code of Conduct addresses how employees in the LLP should behave and conduct business in a wide range of settings and situations. It is your responsibility to adhere to consistently and appropriately enforce the Code of Conduct. You are expected to carefully read the Code of Conduct, the full text of which is available at [www.pwc.com/codeofconduct](http://www.pwc.com/codeofconduct) and to keep yourself abreast of any amendments thereto as may be made from time to time. You are expected to bring any code of conduct related issue/ clarification/ grievance to the notice of the designated Ethics helpline (toll free: 1800 209 6005 or email: [ethics.india@in.pwc.com](mailto:ethics.india@in.pwc.com)).

### **16. Protection of Computer Software/ LLP's Assets**

The LLP has a strict policy prohibiting the unauthorized reproduction or use of computer software purchased or licensed from an outside vendor. You will not bring into the LLP, or use, any unauthorized or unlicensed software. You will be required to sign a declaration annually that you are complying with this policy. Where applicable, you shall be provided with a corporate credit card, internet data card, etc. All these shall at all times remain the LLP's property/ assets, and they must be returned to the LLP on termination of employment or whenever requested by the LLP or disposed of in accordance with the policies and directions under which they are issued.

Initial of Employee RRK



You will be provided with access to a computer for your business use in the office. If you are allocated a portable computer for use with your work, you are required to take additional responsibility for the physical security of the equipment as well as the information stored therein. You must make yourself aware of and comply with the LLP's relevant policies and procedures applicable to usage of the LLP's computer equipment, including the LLP's policies on the appropriate use of email and the internet. You acknowledge and agree that the LLP reserves the right to monitor your usage of the LLP's computer(s) and IT systems/ resources towards ensuring that there is no unauthorized usage thereof.

### **17. Exclusivity**

During the continuance of your employment with the LLP, it is a condition of your employment that you will not engage yourself in any other trade, business or occupation, including private practice and consulting, without obtaining prior written permission of the LLP.

### **18. Enrolment (wherever applicable)**

In case you are a qualified member of a professional Institute like CA/ ICWA/ CS etc, you will be required to enroll yourself as a member of the respective Institute within two months of joining the LLP and notify your membership number in the Institute. However, you are not allowed to hold Certificate of Practice and in the event you possess such a certificate, you will also surrender it within 7 days of your joining under intimation to the LLP. In case you hold other educational qualification that entitles you to a Certificate of Practice, in such a case also, you are not allowed to hold this Certificate of Practice and in the event you possess such a certificate, you will surrender it within 7 days of your joining under intimation to the LLP. As a member of the respective Institute you shall additionally be bound by the Rules and Regulations of the respective Institute and will render all requisite support / documentation and keep the LLP indemnified at all times.

### **19. Bond signing (Sponsored Training Programs)**

The LLP, from time to time, sponsors selected staff for expensive training programs with the objective that such staff would use the skills acquired for achieving business goals of the LLP. In consideration of being chosen for such training programs, at the LLP's option, you may be required to sign a bond whereby you shall agree to continue to provide services diligently in the areas you acquired training and not leave the LLP for a prescribed period after completion of training. If you fail to do so, you shall be required to refund to the LLP the cost of training in accordance with applicable slabs of refunds. You will be entitled to refuse to be provided such training. You acknowledge and agree that in the event that you accept such training then you shall remain bound by the terms of such bond and the LLP shall be fully entitled to adjust and recover such amounts from any amounts payable to you.

### **20. Leased Assets**

In case of leased assets, like cars availed by you through the LLP, you will be personally liable for usage of such assets. The LLP will not bear any responsibility or liability for your usage of such assets. In particular, it is clarified that if you appoint a personal driver for the leased car, payment of wages etc. to such personal driver shall be your sole personal responsibility. It shall also be your responsibility to ensure that a valid insurance policy as may be required by law is maintained in respect of such asset at all times.

You hereby agree to keep the LLP fully released and discharged (and take all necessary actions in respect thereof) from any claims, actions or proceedings relating to your usage of such leased assets. In case of discontinuation of employment with the LLP, you will settle / foreclose the outstanding lease amount. You further authorize the LLP to settle the outstanding amount from your full and final amounts and shall take appropriate steps to get the asset registered in your name, failing which the LLP shall take all requisite steps to protect its interest in this regard.

Initial of Employee RRK



## 21. Retirement Age

The retirement age from the services of the LLP is 60 years

## 22. Retirement/ Separation Benefits

You will be entitled to gratuity benefits as per the Payment of Gratuity Act, 1972 on completion of five years of continuous service with us. Further, you will be required to make contributions towards Provident Fund which would be administered through your pay slip.

## 23. Notice Period

**23.1** The LLP or employee may, at any time during the course of the employment by stating their intention to do so in writing, terminate the employment by giving notice as given below or a salary payment in lieu of that notice. The LLP may require an employee to complete all operative parts of the assignment or project he may be involved in on the date of resignation as determined by the LLP before agreeing to his release. If, in exceptional cases, the LLP agrees to an employee's requests for an early release, the LLP will recover the salary or part thereof equivalent to the balance notice period. For further details please refer to the Human Capital Policy.

The notice period for termination of employment by either side for the various levels shall be as specified in Human Capital Policy of the LLP. As per the aforesaid policy, the current notice period for the various levels is set out below:

- (i) Administrative and Specialists - sixty days
- (ii) Associates and above - ninety days

However, the period that is prescribed on the date of giving notice shall apply.

### 23.2 Termination without notice

The LLP has a Disciplinary Policy in place under which it reserves its right to take appropriate disciplinary action. This policy acts as a generic guide for initiating disciplinary proceedings; some of the indicative events are;

- (i) misconduct (ii) repeated misconduct (iii) breach of instructions by an employee (iv) failure to safeguard the assets of the LLP (v) activities which bring the LLP into disrepute (vi) sexual harassment (vii) any furnished declaration is false (viii) the employee is found to have wilfully suppressed any material information (ix) criminal conviction by court of law / conviction by respective Institute, wherever applicable (x) failure to adhere to HC Policy, Independence, Risk Management and Code of Conduct, office procedures, rules and regulations that may be in force from time to time or (xi) where situations warrants action outside this Policy.

In the event that the LLP exercises this right, it may, at any time during the course of the employment by stating their intention to do so in writing, terminate the employment without giving notice or a salary payment in lieu of that notice. Such an order may or may not be preceded by an enquiry. If so, you may not be allowed to retire or resign during the period that such enquiry is under contemplation or in progress.

For further details please refer to the Human Capital Policy.

## 24. Exit formalities

Before termination of employment, you will be required to complete exit formalities and sign necessary forms in this regard, as per the policies of the LLP.

Initial of Employee RRK



You will be required to return to the LLP, all documents, including copies thereof and property including but not limited to corporate credit card, internet data card and comply with company car and leased accommodation terms, where applicable, before your last working day in order to obtain release. You are also specifically restrained from keeping copies or extracts of any of the LLP's or client's documents with you, after your release from the services of the LLP, except with specific written permission from the LLP.

As part of your exit formalities, you have to provide an undertaking to the LLP that you have not retained any data/ confidential information relating to the LLP and/ or our clients and that you will be personally liable to the LLP and/ or our clients in the event that it is found that any data/ confidential information was nevertheless retained by you. This liability shall remain whether or not any such data/ confidential information is later disclosed by you.

## 25. Set Off

You as an employee explicitly agree that your final settlement of dues shall happen only after completion of the aforesaid formalities and first adjusting all dues under whatsoever head then due to the LLP including but not restricted to settlement of credit card dues, any recovery of dues pertaining to LLP assets, unadjusted advances or other amounts, if any paid on your behalf etc. In case of shortfall in the amounts to be recovered, you shall forthwith settle the remaining amount without demur or protest. The exit formalities shall be kept in abeyance till the deficit amount is paid in full.

## 26. Non Solicitation

Upon leaving the LLP you will not, without prior written consent of the LLP, for a period of twelve months from the date of ceasing employment, canvass, solicit, interfere with or entice away any person, LLP or corporation who has, at any time during your employment with the LLP, been:

- a client of the LLP with whom you have had contact or been involved in the provision of services, or
- an employee of the LLP.

To prevent any potential conflict of interest or breach of confidentiality, you will not accept an appointment offered by a client for whom an assignment is being performed by you or on which you are working for six months after the assignment is completed, unless appropriate written consent is obtained from the LLP. It is mandatory to immediately notify your Director/ Partner of such an offer.

## 27. General

As an employee of the LLP you are required to book proper time and expenses, use the LLP provided email ID and Internet for business purposes, not share your access card with anyone else, maintain good housekeeping practices and also dress in a professional manner at all times.

It also important that you keep the LLP informed about any change in your personal particulars, and file updated nomination forms (e.g. relating to Provident Fund, Gratuity) on your own initiative in case of any such change. You agree to be personally responsible for renewal of all such personal documents which may have a bearing on your official duties or obligations (including passport, driving licenses, corporate credit card, Aadhar). Your employment in the LLP shall be governed by your compliance with and by providing all requisite information that may be sought from you by the LLP from time to time.

The conditions contained herein in the contract of employment are indicative only and can be modified from time to time. For any clarification on the LLP's Human Capital Policy please feel free to get in touch with the local designated HR staff. If you do not get a satisfactory response you may escalate the matter to the Human Capital Leader.

Initial of Employee RRK



## 28. Company's Policies, Procedures and Rules

As an employee of the LLP, you shall be governed by all the policies including, but not limited, to those relating to HC Policy, Independence, Risk Management and Code of Conduct, office procedures, rules and regulations that may be in force from time to time and they become binding upon you immediately on its publication.

## 29. Right to access

It is the LLP's policy to take all reasonable steps to protect its interests. This includes ensuring that systems and equipment are used for the proper purposes. You understand that there may be regular checks in respect of usage or access of the LLP's system and equipment. For the avoidance of doubt, this includes, telephone systems, computer resources and systems, use of Email and internet systems and the postal system ("Facilities"). You also understand the LLP reserves the right, without notice, to access, listen to or read any communication or content made or received by you on its Facilities, to establish the existence of facts, to ascertain compliance with regulatory or self-regulatory practices and procedures, for quality control and staff training purposes, to prevent or detect crime (including 'Hacking'), to intercept for operational purposes, such as protecting against viruses and making routine interceptions such as forwarding emails to correct destinations, to check voice mail systems when you are on holiday or on sick leave.

## 30. Wrongful Dissemination

You must not host, display, upload, modify, store, make available or transmit, publish, update or share in or through the Facilities of the LLP or otherwise any information or material which:

- belongs to another person to which you have no rights and/or which infringes any person's intellectual property rights;
- is or is likely to be perceived as defamatory, threatening, misleading, offensive or inappropriate, or materially misrepresents facts;
- contains any virus, harmful component or corrupted data or any other computer code, files or programs designed to interrupt, destroy or limit the functionality of the computer resources and Facilities of the LLP;
- contains any unlawful advertising, promotion or solicitation;
- violates any applicable law or regulation;
- is grossly harmful, harassing, blasphemous, defamatory, obscene, pornographic, pedophilic, libelous, invasive of another's privacy, hateful, or racially, ethnically objectionable, disparaging, relating or encouraging money laundering or gambling, or otherwise unlawful in any manner whatever;
- is grossly offensive or menacing in nature;
- impersonates another person.

## 31. Employee Consent

You hereby give consent to the LLP to collect, hold, store and process, both electronically and manually, all the personal information it collects or has collected in relation to you or belonging to you and your employment (in the course of your employment), for the purposes of the LLP, e.g. management and administration of its employees and its business or for compliance with applicable procedures, laws and regulations and you also consent to the transfer, storage and processing by the LLP, agents, contractors or sub-contractors or other PwC network LLPs (each of which is a separate legal entity) of such personal information within or outside India.

## 32. No Duress

Initial of Employee RRK





You hereby consent and agree that you are signing the employment contract, including the **Appendix A** and **Appendix B** and agree to be subject to all the Terms and Conditions of the LLP's HC Policies including but not limited to those relating to Independence, Risk Management and Code of Conduct, as amended from time, on your own volition and without any undue influence.

### 33. Dispute Resolution

All disputes arising under this Agreement shall be governed by and construed solely and exclusively in accordance with the laws of India and all disputes shall be subject to the exclusive jurisdiction of the competent Courts of Delhi, India only.

For **PricewaterhouseCoopers Services LLP**,

**Shakir Iqbal**  
**Director – Human Capital**

Encl: Declaration to be signed by the Employee

Note: This document is digitally generated and sent from the official email ID and hence does not require a signature

Initial of Employee RRK



### DECLARATION

By signing this agreement, I hereby acknowledge and agree that I have carefully read and understood the above agreement (including the attached terms and conditions thereto) and accept the same unconditionally. I will make myself fully aware of, and be bound by, the rules and regulations of the LLP as amended from time to time. In particular, I declare that:

- a) I will furnish original copies of my certificates, testimonials and other necessary documents, on demand.
- b) I acknowledge and agree to the LLP reserving the right to get a background check conducted on me including through a third party agency. In furtherance thereof, I authorize the LLP to collect and retain copies of my personal particulars (including educational certificates, copies of passport, driving license, PAN card, voter identification card, Aadhar) either directly or through a third party agency.
- c) There are no ongoing or pending criminal cases/ criminal liabilities on me nor have I ever been convicted of any criminal offence/ convicted by respective Institute, wherever applicable. I further declare that there are no Disciplinary action / proceedings either ongoing or pending against me in respect of my previous employment.
- d) I am not in possession, in an unauthorized manner, of any confidential, sensitive or personal information/ data/ material of any other LLP including previous employer or individual (collectively "Sensitive Data"). I shall not bring any Sensitive Data into the LLP, and shall not use any such Sensitive Data in an unauthorized manner, during or after my tenure with the LLP.
- e) I shall not commit, or cause to commit, any act or omission, which I believe to be illegal or against the LLP's Code of Conduct.
- f) In the event of any willful or intentional misconduct, fraud, dishonesty or breach of confidentiality on my part, I will personally be liable to the LLP and/ or its clients.

#### Consent to cooperate

I consent to cooperate in and comply with any request for testimony or the production of documents made by the Public Company Accounting Oversight Board in furtherance of its authority and responsibilities under the Sarbanes-Oxley Act of 2002. I understand and agree that this consent is a condition of my continued employment by or other association with the LLP.

The responsibilities, duties and obligations under the Sarbanes-Oxley Act of 2002 shall survive even after my termination or disassociation with the LLP.

I accept the above.

Rohan Rohit Kujur  
Name

  
Signature

10<sup>th</sup> June, 2022.  
Date

## Self-Employment Declaration

I Mr. Pawan Kumar Sah, Son of Manohar Sah Kashera Address: - Supaul Bazar, Biraul Darbhanga (Bihar) a passed-out students of B.TECH. (IPE) do hereby declare that I am running an employed in Cubastion Consulting Pvt. Ltd, Gurugram (Haryana) and my Annual CTC is 8L.

This self -declaration is being issued on the request of my alma mater Guru Ghasidas Viswavidyalaya, Bilaspur.

Place: Gurugram

Date: 12-June-2023

Signature: 

Name: Pawan Kumar Sah

Mob: 7021690074

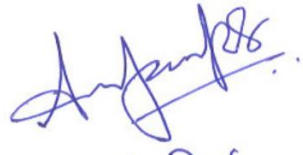
Email: pawankashera68@gmail.com

## Self-Employment Declaration

I ~~Mr./Ms.~~ Anupama B.S ~~Son/Daughter~~ of J. Sudharsanan  
Address Biji Bhavan, Kurakkada P.O, Kizhuvilam, Thiruvananthapuram  
Kerala, a passed-out students of B.TECH.(IPE) do hereby declare that I am running a  
business/~~self-employed/employed~~ in  
Boston Consulting Group having a tentative average  
monthly income of Rupees 251,375/-

This self -declaration is being issued on the request of my alma mater Guru Ghasidas  
Viswavidyalaya, Bilaspur.

Place: Bangalore  
Date: 12/06/23

Signature:   
Name: Anupama B.S  
Mob: 7089718398  
Email: anupamabs979@gmail.com

17 October, 2022

**Anupama B S**

Dear Anupama,

We are pleased to confirm our offer of employment to you as a **Workflow Associate** with the **India office of The Boston Consulting Group (BCG) based in Bengaluru**. We are impressed by your intellectual capabilities that we observed during our interaction with you. We believe that your capabilities and talent can enhance BCG's value delivery and enable us to fulfill our vision of shaping the future together and help the firm reach greater heights.

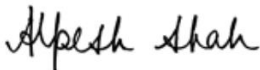
We would like to take this opportunity to welcome you to BCG, where the people factor and our employee's interests are paramount. BCG will offer you the intellectually stimulating, supportive work environment and professional challenges that you are seeking.

This offer is also contingent upon BCG's satisfaction with the results of a background check. By accepting this offer, you consent to the use and disclosure of your personal information by BCG or its agent for the purposes of completing a background check and agree to execute such further consents, releases of information and authorizations as necessary for BCG or its agent to perform the background check. In addition, BCG may require you to execute a release of information and authorization for BCG or its agent to perform background checks. In case of a discrepant verification report, BCG and/or its agent shall investigate reason for discrepancy, which can result in a deferred start date. If the final report continues to be discrepant post investigation, BCG holds the right to revoke your offer or terminate your employment with immediate effect." We are all extremely excited about your joining BCG and will be in touch with you regularly. Should you have any queries before your joining, please feel free to contact us.

The details of the offer, including compensation, benefits and compliance with BCG policies, are enclosed in the annexure.

Please sign and return this letter marking it to Raghunath Rajan as your acceptance of the above mentioned offer by **17 October, 2022**.

We look forward to meeting you soon,  
Sincerely



---

Alpesh Shah  
Managing Partner, India  
Managing Director & Senior Partner

Accepted:



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**Anupama B S**



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**17 October, 2022**

## TERMS OF OFFER

Your employment is subject to the policies of the Company as may be promulgated from time to time; the principal terms and conditions are set out below.

### Compensation and Bonuses

Your total annual compensation for the first year will be in the range of **Rs. 723,600 to Rs. 831,600** namely:

- Base compensation of **Rs. 675,000 (Rupees Six lakh Seventy Five Thousand only)** per annum
- Employer's contribution to Provident fund (in BCG, globally referred to as "PSRF") - **Rs. 48,600 (Rupees Forty Eight Thousand Six Hundred only)**
- Individual Performance Bonus (IPB) is paid in December depending upon Individual Performance, as well as, firm performance. This is normally in the range of **0 to 16 % of base compensation** for the entire calendar year. A prorated portion of this would be paid to you based on your actual work days. However, it can go above or below this range depending upon company's and your individual performance.

### Annual Base Compensation

Your annual base compensation will be **Rs. 675,000 (Rupees Six lakh Seventy Five Thousand only)** per annum payable on a monthly basis. As per the current compensation structure, this will include your Basic Salary, House Rent Allowance, Leave Travel Allowance, Medical Reimbursements, Car Lease plan and other allowances, which will be discussed with you in detail during your induction period. Your salary will be reviewed periodically, according to the then-current market conditions and your level of responsibility, as well as your performance.

### Individual Performance Bonus

BCG operates a discretionary bonus scheme called the Individual Performance Bonus (IPB). The awards are made each December based on the assessment of the performance of the individual as well as BCG's worldwide financial performance. Additionally, this amount will be pro-rated based on the number of calendar days employed during the bonus cycle. This Individual Performance bonus that you will earn will be considered as taxable income according to the local tax rules.

### Relocation Allowance

You will receive a relocation allowance of up to **Rs. 150,000 (Rupees One lakh Fifty Thousand only)** with the appropriate tax withholdings applied. This is intended to contribute to the expenses you may incur in the course of your relocation, specifically for the shipment of household goods, air travel and temporary accommodation up to two weeks in India for yourself and/or family. This payment will be made against the submission of actual bills, post your joining. In the unlikely event that you leave the firm before the end of first 12 months of employment, this amount must be returned to BCG.



### **Notice Buyout (If Applicable)**

In the event of a notice waiver against buyout, BCG will buy out your notice period against the actual amount you will pay to your employer (payment upon submission of relevant documents). However, in the unlikely event that you leave the firm before the end of first 12 months of employment, the entire sum paid to you in lieu of your Notice period must be returned to BCG.

### **Profit Sharing Retirement Fund (for India, PSRF equals to Employer's contribution to Provident Fund)**

The Employer's contribution to Provident Fund equals to 7.2% of the Annual Base Compensation mentioned above.

In India, BCG has established a private Provident Fund scheme. You will be covered under this plan as adopted by BCG India and the rules governing the Plan. On your joining, details of the Plan will be explained to you by the payroll team during your induction period.

### **Benefits**

You are entitled to all employee benefits in accordance with the Group's personnel policies.

### **Group Life Insurance Program**

You will be provided life insurance coverage under BCG's Group Term life Insurance Scheme for a sum of 5 times your Annual Base compensation (subject to applicable underwriting restrictions). BCG will also provide a "Permanent Disability" cover. In case of accidental death on a common carrier, the sum assured will be 3 times your annual base compensation. The full premium will be paid by BCG. There will be a pro-rata increment in the sum assured with every revision in compensation.

### **Health Insurance**

All employees and their dependants are covered under a domestic group medical insurance scheme for a floater sum of Rs 15 lacs. "Dependents" constitute spouse and children below 21 years of age. The premium amount is paid by BCG and is not taxable for the employee. There are options available to employees to purchase additional cover for self and dependants (including parents and in-laws) and to cover international treatment at their own cost and BCG will support enrolment into these plans.

### **Vacation**

#### **Privilege Leave**

Employees are eligible for 18 working days of Privilege Leave and it will accrue on monthly basis. A maximum of 30 days of Privilege leave may be carried forward at the end of a calendar year.

#### **Casual Leave**

Employees are eligible for 6 working days of Casual Leave in a given calendar year. Entitlement will be calculated on a pro-rata basis from the commencement of your service and any unavailed balance will lapse at the end of the calendar year.

#### **Sick leave**

Employees are eligible for 6 working days of Sick leave in a given calendar year. Entitlement will be calculated on a pro-rata basis from the commencement of your service and any unavailed balance will lapse at the end of the calendar year.

**Public Holidays**

The office remains closed on major holidays. Currently, we are closed for 11 public holidays/major festivals, but this may vary from year to year. This list is determined by the Management and is announced at the beginning of the year.

**Short Term Disability Leave**

During the recovery process following serious illness or accident, BCG may continue to pay benefits for up to 180 days in a year. If the disability persists after exhausting 180 days of short-term disability leave, the scenarios of Temporary total Disability and Permanent total Disability can be considered per policy guidelines and at BCG's discretion.

**Others****Job Duties**

Your duties will be as already explained to you at the time of the interviews and as per the job profile, which will be confirmed with you upon joining.

**Location**

Your initial place of posting will be at **Bengaluru office**. However, BCG reserves the right to transfer you to any of their other offices in India, as and when they are opened.

**Employment Date**

Your joining date would be **17 October, 2022**.

**Working Hours**

Your standard work timings are Monday to Friday from 9:00 am to 6:00 p.m., with an hour off for lunch break. We expect that you will be flexible with respect to urgent tasks and assignments, and take your own decisions on actual time spent. Subject to business requirements, your regular working hours/time may be altered with a corresponding change in compensation and benefits.

**Probation Period**

Your employment with the Company shall be subject to a probationary period of the initial 6 months. If your performance during the probationary period is satisfactory to the Company and the Company provides you with written notice of confirmation of your regular employment on the date when the probationary period ends, you will then be deemed a regular employee of the Company.

You may resign from BCG during your probation period by giving one month prior written notice. BCG can terminate your employment during the probation period by giving you one month prior written notice or pay in lieu of notice, for whole or part of the notice period.

**Termination of Employment**

After the successful completion of your probation and any time during your employment with BCG, BCG may terminate your employment by giving three months' prior written notice or payment in lieu of notice, for whole or part of the notice period.

You may resign from your employment by giving three months' prior written notice. However, BCG reserves the sole right to waive the whole or part of your notice period and pay you in lieu of the same. Should you request waiver of the whole or part of the notice period, BCG may permit the same at its sole discretion, and in such a situation, BCG reserves the right to seek payment from you in lieu of the unserved notice period.



Notwithstanding the above, BCG reserves the right to terminate your employment, without notice, and without payment in lieu of notice, in the event you are found guilty of any act amounting to misconduct under the policies of BCG applicable to your employment, including the BCG Code of Conduct, or for the commission of an act or omission in breach of your terms of employment or applicable laws, or for the commission of an act or omission which is unbecoming of an employee of BCG or which is prejudicial to the interests of BCG.

### **Professional Commitment**

All employees are required to comply with BCG policies, which include those related to non-discrimination, sexual harassment, confidentiality, board memberships, and inside information. Upon joining BCG, you will be required to sign three documents: our Employee Agreement, Confidentiality Agreement and Insider Trading Policy. The Employee Agreement provides a statement of basic standards of behaviour and expectations central to BCG's values. As advisors to senior management of publicly traded companies, BCG consultants have access to market-sensitive inside information. Our Insider Trading Policy is designed to reinforce our ethical and legal commitment not to profit from non-public information, which we gain through our client relationships; it constrains employees' (and their immediate families') ability to trade publicly traded securities on BCG's "Prohibited Trading Lists." Our Confidentiality Agreement is designed to reinforce our policies on non-disclosure of confidential information, conflict of interest and code of honour during and after your employment with BCG.

**BOSTON CONSULTING GROUP  
SUPPLEMENTAL EMPLOYMENT TERMS & CONDITIONS\***

In consideration of my employment or continued employment by Boston Consulting Group (India) Private Limited (“**Company**”), and the compensation now and hereafter paid to me, I hereby agree as follows:

**1. Non-Disclosure**

**1.1 Nondisclosure obligation.** I will keep confidential and will not disclose or use any of the Company’s Proprietary Information (defined below) except as may be required or appropriate in my work for the Company or as may otherwise be pre-approved in writing by an officer of the Company. I recognize that all Proprietary Information shall be the sole and exclusive property of the Company.

**1.2 Proprietary Information.** “Proprietary Information” means any and all confidential and/or proprietary knowledge, data, ideas or information, tangible or intangible, not generally known to the public relating to the business of the Company that I learn or acquire during my employment with the Company. Proprietary Information includes, but is not limited to: (a) trade secrets, inventions, discoveries, ideas, drawings, processes, formulas, source and object codes, data, databases, programs, other original works of authorship, know-how, improvements, developments, designs, drawings, plans, specifications, proposals, logos, websites, content, product models, products, prototypes, advertisements and techniques (collectively referred to as “Inventions”); (b) information regarding plans for research, development, new products and services, marketing and selling, methodologies, compilations of technical data, business plans, marketing plans, financial information, forecasts, budgets and unpublished financial statements, licenses, prices and costs, suppliers, vendors and clients, information relating to the development or maintenance of client and vendor relationships and good will; and (c) information that was or will be developed, created, or discovered by or on behalf of the Company, or which became or will become known by the Company, which has commercial value in the Company’s business. Proprietary Information does not include information that I obtained prior to my employment with the Company and I understand that I am free to use information that: (1) is generally known in the industry or in my profession; (2) not gained as result of a breach of this agreement; or (3) has been gained as a result of my general professional skill, knowledge or experience.

**1.3 Third Party Information.** I understand that the Company regularly receives confidential or Proprietary Information from third parties such as clients, prospective clients or vendors (“**Third Party Information**”), which the Company is required to keep confidential. I will keep any Third Party Information confidential and I will not disclose or use any Third Party Information except as may be required or appropriate in my work for the Company or as may otherwise be pre-approved in writing by an authorized person of the Company.

\*A prior version of this document was titled the ‘Employee Agreement’. Where a policy/guidance/handbook/document refers to the ‘Employee Agreement’, this Supplemental Employment Terms & Conditions shall apply.

**1.4 Information of Prior Employers and Others.** I will not improperly use or disclose any confidential information or trade secrets of any prior employer or any other person or entity to whom I have an obligation of confidentiality. I will also not bring any such information onto Company property or transmit it to the Company or any of its employees in any form. I understand that the Company has hired me for my general knowledge, skills, experience and expertise and that the Company is not interested in any confidential, proprietary or trade secret information that I may have acquired from any prior employer or any other person or entity.

**1.5 Whistleblower & Other Protected Conduct.** Nothing in this agreement prohibits me from engaging in legally protected conduct, such as reporting possible violations of any law or regulation to any government agency or entity.

## **2. Assignment of Inventions, Creations and Proprietary Rights.**

**2.1 Company v. Non-Company Intellectual Property.** I understand that the assignment of rights under this agreement extends only to intellectual property conceived or developed: (1) during my employment with the Company (unless conceived or developed entirely on my own time and unrelated to the business of the Company); (2) using Company equipment, supplies, facilities or confidential or Proprietary Information; or (3) at any time after my employment with the Company but resulting from my work for the Company. This agreement expressly does not assign or require me to assign any of my rights in an invention that I have developed entirely on my own time without using any Company equipment, supplies, facilities or trade secret information when such invention does not either: (A) relate, at the time of conception or reduction to practice of the invention, to the Company's business, or actual or demonstrably anticipated research or development of the Company; or (B) result from any work I perform for the Company (collectively, "Non-Company IP"). For the sake of clarity, I am listing any rights, title or interest that I may currently have in any invention or other intellectual property that is the subject of an issued patent or pending patent application, or that might become the basis for one or more patent applications, using the Company's "PERSONAL INTELLECTUAL PROPERTY RIGHTS DISCLOSURE" form attached hereto as Exhibit A.

**2.2 Ownership and Assignment of Creations.** Other than Non-Company IP, I assign and agree that the Company owns all rights, title, and interest in and to all work performed, and all Inventions, materials, creations, technology, information, and other tangible or intangible matter (whether or not patentable, copyrightable or registrable under patent, copyright or similar statutes), conceived, developed, created, made, reduced to practice or learned by me, alone or with others, during the employment ("Creations"). To the maximum extent permitted by law, the Creations shall be deemed works made for hire under the United States copyright or applicable laws or any equivalent laws of applicable foreign jurisdictions (i.e., Indian laws), and all right, title, and interest in and to the Creations shall vest automatically in the Company. I further assign and irrevocably agree to assign in the future (when any such Creations, Inventions or Proprietary Rights are first reduced to practice or first fixed in a tangible medium, as applicable), to the Company, all right, title and interest in and to any and all such Creations, including, without limitation, all related Proprietary Rights. "Proprietary Rights" means all trade secret, patent, copyright, trade name, trademark, mask work, moral rights, and other intellectual property rights throughout the world.



The Company will have the sole right, in its own name, to obtain, hold, register, and otherwise perfect, protect, and enforce (including bringing actions for past or future infringement of) all rights relating to the Creations, including, but not limited to, any renewals or extensions thereof. Additionally, and except as otherwise set forth herein, I grant and agree to grant to the Company or its designee an irrevocable, perpetual, fully paid up, royalty-free, worldwide, non-exclusive license, with rights to sublicense for work done on behalf of the Company, to any intellectual property (other than Non-Company IP) in which I have retained or acquired rights, title or interest that relates in whole or in part to the Company's business or actual or demonstrably anticipated research or development, to the extent such intellectual property is not already owned by the Company as a matter of law.

**2.3 Cooperation in Securing Rights.** Both during and after my employment, I shall cooperate with the Company, at its reasonable expense, to protect the Company's interests in any Creations (again, which does not include any Non-Company IP). In the event that the Company is unable to secure my signature to any document required for any application process for such Creation, I irrevocably appoint the Company, and its duly authorized officers and agents, as my agents and attorneys-in-fact, to act on my behalf to do any lawfully permitted acts to further the application process for such Creation, including and without limitation, the preparation, prosecution, issuance or maintenance of patent applications or patents for such Creation, with the same legal effect as if executed by me. Additionally, I acknowledge and agree that any materials authored, prepared, contributed to or written by me, in whole or in part, shall be done as "work made for hire" as defined and used in India.

**2.4 Return of Company Documents.** When my employment is terminated, I agree to deliver to the Company any and all drawings, designs, notes, memoranda, specifications, devices, formulas, data, schedules, and documents, together with all copies thereof, and any other material containing or disclosing any Creations, Third Party Information or Proprietary Information. I further agree that any property situated on the Company's premises and owned by the Company, including thumb drives and other storage media, computers and all electronic or digital files, filing cabinets or other work areas, is subject to inspection by Company personnel at any time with or without notice.

### 3. Covenants During Employment with Company

**3.1 Publishing of materials.** Unless required for performance of my work for Company or otherwise approved by Company, I will not publish or distribute to anyone outside Company any information or material attributed to Company or in which I am identified as an employee of Company.

**3.2 Proposals.** I will not submit any proposal to any present or prospective client of Company, either orally or in writing, without the prior written approval from an authorized person of the Company.

**3.3 No Competition.** I agree that I will not, without Company's express written consent, engage in any activity in which I contribute (as an employee, employer, owner, operator, manager, consultant, contractor, partner, director, officer, or any similar capacity) to any person or entity engaged in the same or materially similar business as Company, including but not limited to, rendering consulting services to clients, or which would otherwise conflict with my employment with Company. I further agree that during my employment, I will not take steps to prepare to participate in a business that is competitive with Company's business.

A handwritten signature in blue ink, appearing to read "A. [unclear]", is located in the bottom left corner of the page.

#### **4. Covenants Post Employment with Company**

**4.1 Obligations regarding Company Clients.** I agree that for one (1) year after my employment with Company that I will not, without Company's consent in writing: (a) assist anyone engaged in or considering competition with any Former Company Client unless such assistance consists of services or concerns a subject different from the work which I did or reviewed for such Former Company Client. Subject to the above restriction and other provisions of this agreement, I will be free to work for a competitor of any Former Company Client in any capacity. As used here, "Former Company Client" means any client of Company for whose benefit I provided or reviewed consulting services at any time during the last thirty-six (36) months that I was employed by Company; and (b) render or pitch consulting services to a Company client or prospective Company client (or affiliates of either) that I served, pitched to, or came into possession of non-public information during the last eighteen (18) months that I was employed by Company.

**4.2 Obligations regarding Company Employees.** I agree that, for one (1) year after the termination of my employment with Company for any reason, I will not on my behalf or on behalf of any other party, solicit or induce, or attempt to solicit or induce, any employee of Company to terminate his or her employment relationship with Company, or to work for any competitor of Company.

#### **5. General Provisions.**

**5.1 Successors and Assigns.** This agreement will be binding upon my heirs, executors, administrators, successors, permitted assigns and other legal representatives and will be for the benefit of the Company, its successors, and its assigns. This agreement is not assignable by me without the express written consent of the Company.

**5.2 Injunctive Relief.** I acknowledge and agree that, in the event of a breach or threatened breach of any of the covenants and promises contained in this agreement, the Company shall suffer irreparable injury for which there is no adequate remedy at law. The Company will therefore be entitled to injunctive relief from the courts, enjoining activities in breach of the agreement.

**5.3 Governing Law.** This agreement will be governed by and construed under the substantive laws of India without regard to any applicable conflicts of law principles, and further agree that any claims or causes of action which arise out of this agreement shall be instituted and litigated only in a court of competent jurisdiction located within India.

**5.4 Severability.** In case any one or more of the provisions contained in this agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect the other provisions of this agreement, and this agreement shall be construed as if such invalid, illegal or unenforceable provision had never been contained herein. If moreover, any one or more of the provisions contained in this agreement shall for any reason be held to be excessively broad as to duration, geographical scope, activity or subject, it shall be construed by limiting and reducing it, so as to be enforceable to the extent compatible with the applicable law as it shall then appear.

**5.5 Survival.** The provisions of this agreement shall survive the termination of the employment and the assignment of this agreement by the Company to any successor in interest or other assignee.



**5.6 Waiver.** No waiver by the Company of any breach of this agreement shall be a waiver of any preceding or succeeding breach. No waiver by the Company of any right under this agreement shall be construed as a waiver of any other right. The Company shall not be required to give notice to enforce strict adherence to all terms of this agreement.

**5.7 Entire Agreement.** This agreement is the final, complete and exclusive agreement of the parties with respect to its subject matter and supersedes and merges all prior or contemporaneous discussions or agreements, whether written or oral, between the Company and me, except that the nondisclosure and return of property obligations set forth herein shall be in addition to any such obligations that I may otherwise be subject to pursuant to with the Company, including but not limited to under any applicable agreement or Company policy. No modification of or amendment to this agreement, nor any waiver of any rights under this agreement, will be effective unless in writing and signed by the party to be charged. Any subsequent change or changes in my duties or compensation will not affect the validity or scope of this agreement.

**5.8 Relationship.** Nothing in this agreement shall create a contract for a specific term of employment.

**5.9 Electronic Signatures.** All parties agree that this agreement may be signed electronically, and that any electronic signature appearing on this agreement shall be considered the same as an original handwritten signature for the purposes of validity, enforceability and admissibility.

A handwritten signature in blue ink is located in the bottom left corner of the page. The signature is cursive and appears to read "A. [unclear]".

I ACKNOWLEDGE THAT, BEFORE SIGNING THIS AGREEMENT, I WAS GIVEN AN OPPORTUNITY TO READ IT, EVALUATE IT AND WAS ENCOURAGED BY THE COMPANY TO DISCUSS IT WITH MY PERSONAL ADVISORS, LEGAL COUNSEL AND WITH REPRESENTATIVES OF THE COMPANY.

I FURTHER UNDERSTAND THAT I MUST RETURN A COMPLETED COPY OF EXHIBIT A IF I HAVE ANYTHING TO DISCLOSE ALONG WITH MY SIGNATURE TO THIS AGREEMENT.



Signature

Anupama B S

Printed Name

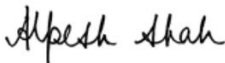
8/367, Biji Bhavan, Kurakkada P.O, Kizhuvilam, Thiruvanthapuram, Kerala-695104

Personal Mailing Address

Oct 17, 2022

Date

ACCEPTED BY:



Alpesh Shah  
Managing Partner, India  
Managing Director & Senior Partner

**EXHIBIT A**

**PERSONAL INTELLECTUAL PROPERTY RIGHTS DISCLOSURE**

The following is a complete list of inventions, improvements, or other intellectual property, that are the subject of an issued patent or pending patent application, or that might become the basis for one or more patent applications, in which I have personally retained rights, title or interest (attach additional sheets if needed).





## Self-Employment Declaration

I Mr./Ms. SATYAM BHARDWAJ Son/Daughter of BRAJESH KUMAR

Address AMILA, MAU, UP 275301

....., a passed-out students of B.TECH. (IPE) do hereby declare that I am running a  
business/ self-employed/employed in  
LOGNORMAL ANALYTICS having a tentative average  
monthly income of Rupees 8 LPA

This self -declaration is being issued on the request of my alma mater Guru Ghasidas  
Viswavidyalaya, Bilaspur.

Place: HYDERABAD

Date: 2023-06-12

Signature: Satyam Bhardwaj

Name: SATYAM BHARDWAJ

Mob: 7470523895

Email: sbk3it@gmail.com