

16 March 2023

Avinash Sahu

Bangalore, India

Reference No: KLoc\2023\275

Dear Avinash,

We are pleased to offer you the position of **Trainee Engineer** with KLoc Technologies Private Limited (hereafter referred to as "KLoc"), an Indian Private Limited Company. Your start date with KLoc is **16 March, 2023**. Your employee id is **KLoc275**

Place of Work. Your place of posting will be at Bangalore, Karnataka, India.

Compensation and Benefits Your compensation package on a cost-to-company basis (CTC) is INR **3,60,600.00** per annum (Three Lakhs, Sixty Thousand, Six Hundred Indian Rupees Per Annum). This is excluding health insurance and other benefits.

You may also be eligible for additional bonus at the end of the financial year FY2023-24 based on your performance and company's performance.

The details of the compensation package are provided in Annexure B. All components of your compensation are subject to applicable taxes and withholdings.

Notice Period: Your employment may be terminated any time by giving a notice of **sixty (60) days**, in writing by either side. This will **not** apply to unethical conduct or criminal offences. Any person found guilty of indiscipline, ethical misconduct or criminal offence will be terminated without any notice and the organization will comply with the rules, process and laws mandated by the Government of India.

In case you leave our employment without giving notice, you will pay or the Company shall have the right to deduct as liquidated damages, an amount equivalent to two month's total salary from any amount that may be due to you. The relieving letter can only be furnished upon final settlement of dues and in compliance with the exit process of the organization.

Employment Terms and Conditions: This employment offer is contingent on you accepting all the rules and policies outlined in the KLoc Technologies Private Limited Terms of Employment (also referred to as the Employee Handbook). Any violation of these policies may lead to immediate

termination. In this document, the word “termination” includes, but is not limited to, resignation, dismissal, incapacity and any other form by which your assignment and employment with the Company ceases.

You are requested to return the duplicate copy of this letter, duly signed by you in token of your acceptance of the above terms, along with the list of documents mentioned in Annexure A as soon as possible.

Welcome aboard. We look forward to your becoming a part of the KLoc team.

Yours sincerely,

For KLoc Technologies:

Agreed and accepted by:

Name : Abhisarika Das

Name : Avinash Sahu

Title : Director

Title : Trainee Engineer

Date : 16 March 2023

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