

April 28, 2023

Subject: Offer cum Appointment Letter

Dear A RAKESH ,

We are pleased to offer you employment in our organization as Management Trainee on the following terms and conditions.

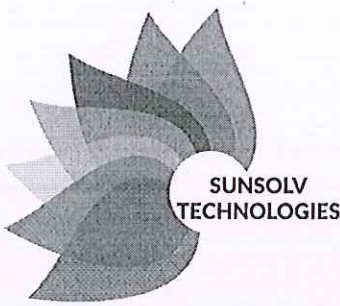
Date of Reporting is on 04-09-2023

Cost-to-Company basis will be Rs. 3L per annum including all statutory benefits and an additional of 45K as a Variable component which is performance-based.

Terms as per the organization's retention policy:

- You will be entitled to all other statutory benefits wherever applicable after probation period.
- You will be on Probation for a period of Six months from the date of joining and your confirmation would be dependent on satisfactory completion of your probation period.
- In case, if Employee Resigns/ Leaves the company without serving notice period of 60 days, the company will have the right to retain all the dues payable to the employee and adjust the same against the shortfall in the above said notice period of one month.

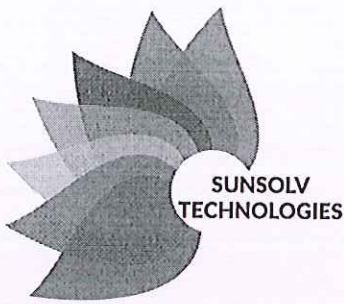
In case of No Call No Show within the probation period, the Company reserves all the rights to terminate your services at any time. In this case the Company will have the right to recover the amount equivalent to one month salary (Cost to Company) in lieu of the notice period of 1 month.



- You shall abide by the rules and regulations of the Company, Which are in force and/or may be framed from time to time.
- The Employee shall be dismissed without getting any notice period from the Employer or any compensation if he did any of the incidents against the Labor Law applicable in the Employing Country and in particular if he absented himself from work without legal reason for more than 7 consecutive days.
- Interpretation and enforcement of this agreement shall be governed by the laws of India and all disputes under this agreement shall be governed by the provisions of the Indian Arbitration and Conciliation Act, 1996. The venue of arbitration will be Hyderabad, India.

DISMISSAL: An Employee may be dismissed without notice or without payment of notice pay salary on the grounds of wilful misconduct, which includes but are not limited to:-

- Assault, fighting at work place or other actual/implied physical threat to fellow colleagues.
- Serious violations of company rules and code of ethics including disloyalty breach of confidentiality, or actions which could bring the company into disrepute.
- Unauthorised possession of company property.
- Abusive or gross insubordinate behaviour.
- Possession and /or use of alcohol and/or drugs at work place.
- Gambling during working hours.
- Wilful disobedience to a lawful and reasonable order or that had been given by your supervisor.
- Negligence which could jeopardise the safety of fellow colleagues or security of company.
- Falsifying wage or other reimbursements



We are continuously working to build an atmosphere of trust, openness, responsiveness, autonomy and growth among all members of the SUNSOLV TECHNOLOGIES family; we assure better pay and better profile, if we got satisfied about the present appointment. As a new entrant, we would like you to wholeheartedly contribute in this process.

For SunsolV Technologies

(REDDY PRASAD K V)

HR Department

Authorized Signatory

I have read this agreement carefully and I understand and accept the obligations which it imposed upon me without reservation. No promises or representations have been made to induce me to sign this agreement. I sign this agreement voluntarily and freely.

Employee

[A. Prakash]