

14th June 2019

To,
Mr. Sarvesh Ranade,
Sangamner

Letter of Appointment

Dear Sarvesh,

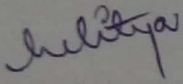
We have the pleasure in offering you employment with **NCSI Technologies (India) Private Limited** (hereinafter known as the "Company"), on the following terms and conditions.

1. This appointment takes effect from the date of your joining duty which shall be no later than **14th June 2019**. If you fail to join the Company on or before 14th June 2019, this letter of appointment ("Agreement") shall stand automatically terminated.
2. Your Annual Gross Salary will be **INR 360,000 (INR Three Lakh Sixty Thousand Only)**. This figure includes retiral benefit of provident fund, as per statutory requirements, benefits and perquisites as applicable. In addition, you are eligible to gratuity, according to the Payment of Gratuity Act, 1972 upon completion of five years of continuous service. All payments to you will be made subject to applicable tax deductions at source ("TDS"). The detailed break up of your gross salary is given in the Annexure-I to this Agreement.
3. You will be designated as Trainee Engineer / P1. Your appointment is for our Qubix SEZ IT Park, Hinjewadi Phase 1 office. You will be attached to our **Pune** office but you will be required to attend to jobs at locations as may be determined by the Company from time to time. Further, you may at any time be required to travel within India or overseas to perform work or take up assignments at the Company's or its affiliates offices, or otherwise. In case of travel on Company business, or your deputation, or travel in connection with your transfer, you will be entitled to such travel expenses / allowances as may be applicable to an employee in your position at that time.
3. You may also at any time, be seconded / transferred to or re-appointed in any of Singapore Telecom's subsidiary companies or joint venture companies in India on the same or similar terms and conditions as at the time of your secondment / transfer / re-appointment. In such an event you will be required to observe and comply with policies and regulations of the company you are seconded / transferred / re-appointed to.
4. You will be required to work 42 ½ hours per week. You will be eligible for 21 working days of Annual Leaves (Jan-Dec) inclusive of 8 days of Casual Leave which are not eligible for carry forward. In case if you are joining after 1st Jan, your Earned Leaves will be calculated on pro-rata basis for the 1st calendar year of your service.

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial association between you and our organisation. We trust that our relationship will be guided by a quest for excellence in all facets of our interactions, as well as based on a foundation of mutual respect and sincerity in all dealings.

Kindly return to us the duplicate copy of this Agreement, duly signed by you, as confirmation that you have accepted the terms and conditions of this appointment.

Yours sincerely,
For and on behalf of
NCSI Technologies (India) Private Limited



Aditya Arora
Senior Manager, Human Resources

I agree to and accept the above terms and conditions of employment:

Signature:

Date:

Place: