

Ref.: AIPL/HR/AL/2023/S01083

Date: 19th June 2023

Mr. Sourabh Ghadge

Present Address:

Ghadge Niwas,
Santnagar Lohgaon
Pune 411047

Permanent Address:

Ghadge Niwas,
Santnagar Lohgaon
Pune 411047

Dear Mr. Ghadge,

APPOINTMENT LETTER

With reference to our discussions and interview you had with us, we have pleasure in appointing you as **Senior Engineer- Project in Automag India Private Limited** (hereinafter referred to as the Company) at **Pune** location with effect from **19th June 2023**.

The terms and conditions, as applicable as on date are mentioned below. Further, the terms and conditions are subject to such rules as are in force and amended from time to time:

1. It is your contractual obligation with the Company:
 - To diligently, faithfully and to the best of your skill and ability, serve the Company and perform all the duties, entrusted to you from time to time.
 - To devote and comply with all orders and directions given to you by the Company and faithfully observe all the Rules, Regulations and arrangements of the Company for the time being in force.
 - To devote and give the whole of your time exclusively to your duties with Company and while serving the Company, shall not engage without prior consent in writing of the Company directly or indirectly, with or without remuneration in any trade, business, occupation, employment, service or calling nor shall you undertake any activity which is contrary to or inconsistent with your obligations under this appointment letter.
2. Not directly or indirectly take up any employment or provide any service or carry on any business either in partnership with others or on your own account with any organization, firm or company, or individual engaged in business similar to or in any way competitive with the employment or business of the Company. The decision of the Management of the Company as to whether such business is similar to or in any way competitive with the employment or business of the Company shall be final and it shall be binding on you.

3. Not at any time either during the continuance of the appointment or at any time thereafter except by the prior direction in writing of the company, divulge or disclose either directly or indirectly, to any person, firm or corporate body any knowledge or information which you may acquire during the course of or incidental to your employment concerning the affairs or the property of the Company or any activity, business or transaction in which the Company may be or may have been concerned or interested whether directly or indirectly.
4. The details of entitlement of your salary as discussed with you while making the offer are mentioned in Annexure-1, which is annexed to this appointment letter and forms a part of this appointment letter.
5. During the probation period, as informed to you initially or as may stand extended for any reason, this contract of employment is liable to be terminated, by either party, without assigning any reason.
6. Normally, your probation period is for **180 Days**. It continues, unless and until, you are specifically confirmed in writing. Your confirmation in the appointment / employment depends solely on your satisfactory performance during this period. The Company reserves the right to extend your probation period or terminate your services, as it may deem fit, anytime, during or on completion of the probation period.
7. Any revisions in the aforesaid terms that may be introduced by the Company while you are on probation are made applicable to you, only after your confirmation in the employment.

8. Termination of Appointment

- a. During probation period, employee can resign by giving one month's notice and will be relieved only after serving for the entire notice period.
- b. Once confirmed, employee can resign from the services of the company by giving a notice of **60 Days** in writing and will be relieved only after serving for the entire notice period.

However, the Company, at its sole discretion, may waive the whole or part of the notice period/notice pay in case of recommendation by HOD and approval by Director.

- c. During probation, if the work or conduct is not found suitable and satisfactory, the company can terminate the services of employee without paying amount in lieu of notice period. The Company can terminate the services of confirmed employee by giving a one month's notice or by paying amount in lieu of one month's notice period if performance is found unsatisfactory. However, the company reserves the right to terminate employment summarily, without giving you any pay in lieu notice period, if the Company has reasonable ground to believe that employee is guilty of misconduct or negligence, or have committed any fundamental breach of the employment terms and conditions or caused any loss to the Company.
- d. Notice Pay' for the purpose of this clause 8 will include all components of your monthly Cost to Company except P.F., Gratuity, and Bonus.

- e. During the notice period, Employee is not allowed to avail any privilege leave (even if balance exists). He/ She may however claim Causal Leave/Sick Leave in case of genuine reasons, to be
 - f. certified by HOD. If employee does avail leave, the relieving date will be forwarded proportionately.
 - g. If employee abruptly leaves the services or resigns and does not follow the led down policy, he/she will not be issued Relieving certificate
9. Your appointment and employment will be subject to you being remaining medically fit. It is necessary for you to get medically examined by the Company's Medical Officer, as and when required by the Company.
 10. If at any stage, you are found unfit by the Company's Medical Officer, for the job currently being done by you, then you are liable to be prematurely retired on medical grounds.
 11. This job offers and employment is subject to your acceptance and signing of "Confidentiality Agreement" with the Company, other agreements and guarantee in respect of training, if any.
 12. You will be expected to travel on Company's work as and when required. When such travel is undertaken, you will be reimbursed expenses incurred in accordance with Rules applicable.
 13. Your services are liable to be transferred to any other division, activity or geographical location or this company or any of its associates. In such an eventuality, you will be governed by the terms and conditions and the remuneration, as applicable to such new place to which your services may be temporarily or permanently transferred and that, you will, therefore, not be entitled to any additional compensation.
 14. You are required to contribute to Employees Provident Fund, Employees State Insurance applicable as per provisions under the Law.
 15. You are eligible for leave as per the prevailing rules of the Company.
 16. You shall abide by the rules of the prevailing Administrative Policy communicated time to time.
 17. In the event of separation /termination you are required to hand over charge to such a person nominated for this purpose by the Company and shall deliver all such articles and effects of the Company as may be in your possession, including notes, note-books and all correspondence addressed to you by the Company, or received by you, for and on behalf of the Company.
 18. You agree and acknowledge that the all the IT assets including but not limited to computers, laptops, pen drives, hard disks, data cards, mobile phones, tabs etc... provided to you by the IT department of the Company is the exclusive property of the Company and is only for office use. You also agree and acknowledge that the Company

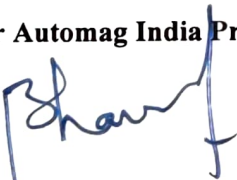
reserves the right to inspect, monitor the usage of the above mentioned assets and can at any time as found reasonable by the Company ask for any information relating to the assets provided to you. You further agree to promptly reply to all queries and information asked by the Company in this regard.

19. Upon separation/termination from the employment with this Company for any reason whatsoever, you shall not accept employment or association with any organization engaged in the manufacturing, sale or service and repair of the same product and services or similar to those of this Company for a period of three years from the date of separation.
20. All matters and disputes between the Company and you relating to your employment or arising there from shall be subject to the jurisdiction to the Courts of Pune.
21. You will retire from the services on attaining the age of 58 years.
22. Your employment is substantially based on the information provided by you. If it is found, at any stage, that the information/documents/certificates provided by you, are incorrect or that some information is suppressed, then your employer is liable for summary termination.
23. You will also abide by terms and conditions mentioned in Annexure - I
24. You will be reporting to the **Manager – Projects**.

Please sign each page of the copy of this letter and return the signed copy to us as a token of your acceptance of the terms and conditions.

Welcome you to the NKB Technovations Family. We look forward to a mutually beneficial association.

For Automag India Private Limited


Nitin Bhave
MD


Prity Bhawtankar
CHRO

Acceptance by Employee:

I hereby acknowledge receipt of the Appointment letter with salary breakup annexure and accept the terms and conditions of the same.

I have read and understood the Admin. The policy of the Company and shall abide by the rules of the prevailing Admin Policy communicated from time to time.

(Mr. Sourabh Ghadge)