

November 25, 2022

Arpitha Salian,

Dear Arpitha Salian,

We are pleased to offer you a career opportunity with Tekion India Private Limited as **Intern**. The terms and conditions of our offer are set out in this letter:

You will be reporting from January 2023 continue till June 2023 and your internship fee is **INR 30,000/- Thirty Thousand only** (subjected to TDS) per month.

The Company shall withhold the appropriate amount of Indian income taxes from the salary paid to you. You shall be responsible for filing your personal returns and comply with other requirements under the India tax laws.

Appointment

You have been made an offer as **Intern**

- (i) The place of employment shall be Bangalore and the normal office timings will be from 9:30 AM to 6:30 PM. However, depending on the time constraint within which the Company may have to provide services to its clients, you will undertake to make yourself available in respect of the business of the Company during such times.
- (ii) You may also be transferred, seconded, or deputed to any of our associate, sister concerns, subsidiaries, group company, or any other affiliated companies/concerns/organizations/firms with whom the Company may make an arrangement or agreement from time to time. In such cases of transfer, you will be governed by the relocation policies and policies of the Company existing at that time.

Policies, Procedures, Rules & Regulations

You shall, in addition to the terms and conditions of employment specifically stated herein, also be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by the Company from time to time. The Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding upon you.

You will also be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable to you from time to time including but not limited to the provisions of the Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States of America and the Bribery Act 2010 of the United Kingdom. Without limiting the generality of the foregoing, you represent and covenant that you have not, and shall not, at any time, during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any public servant, government official, political party or candidate for political office; or (ii) any other person, firm, corporation or other entity, with knowledge that some, or all of that money, or other thing of value will be paid, given, offered or promised to a public servant, government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

Principal
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