

100X TECHNOLOGIES PRIVATE LIMITED

#1104, D-WING RAHEJA RESIDENCY, DINDOSHI, MALAD EAST
MUMBAI-400097, MAHARASHTRA
CIN NO. U 72300MH2015PTC269658

18, November 2022

Dear Priyansh Bordia,

We have pleasure in offering you an appointment in our company as **Trainee for the initial 6 months**. Your appointment is effective from **02nd January 2023**.

The terms and conditions of your appointment will be as mentioned hereunder:

1. Your Gross Annual Salary will be **Rs. 16.50 lakhs per annum**, as per details shown in Annexure1. We may review our Salary Structure from time to time and implement the new salary structure; there may be changes of amounts under different heads without adversely affecting your Gross Salary.

If any statutory payments are mandated by law or if there is any change in the rate of any statutory payment currently in force, after your appointment, the same will be adjusted from the above consolidated figure.

2. You will be working remotely.
3. The company offers 22 days of leave in each calendar year. leaves are proportionally scaled down according to your actual Joining Date.
4. You will confirm to all Service rules and regulations currently in force and as amended from time to time in the company.
5. You will confirm to Company policies including but not limited to conflicts of interest, intellectual property rights, as applicable. You will maintain highest ethical and professional standards in your dealings with associates and other people you deal with in the course of your work.
6. Termination: Your employment may be terminated with a 2 months' notice on either side or 2 months Basic Salary in lieu of notice period. The company reserves the right to terminate the employment agreement with or without cause and notice, with immediate effect, in cases like gross misconduct/disciplinary issues, poor performance, violence of ethical standards, code of conduct or community's values and standards, fraud, theft and etc. Reporting to work under the influence of alcohol or consumption of alcohol at work may lead to immediate termination.
7. You will be on **probation** for a period of **three** months from the date of joining the service. The initial period of probation is liable to be extended for such period as may be deemed fit by the management. Till such time a letter in writing is given to the effect that you have been absorbed in company, you will continue to be on probation irrespective of the fact that a letter of extension is given to you or not. Your notice period in the probation period will be two weeks either side unless the reason is one of the above mentioned in termination clause.
8. Without prejudice to the generality of the foregoing, the Company may terminate your employment for cause with immediate effect on payment of one month's basic salary.

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9. Confidentiality and Restrictive Covenants:

i. **You acknowledge that:**

- a. The business in which the Company is engaged is intensely competitive and that your employment by the Company will require that you have access to and knowledge of confidential information of the Company including, but not limited to, the Company's plans for creation, development, acquisition or disposition of products, websites, expansion plans, financial status and plans, products, improvements, formulae, designs or styles, method of distribution, customer lists, data of and pertaining to customers, product development plans, personnel information and trade secrets of the Company, all of which are of vital importance to the success of the Company's business (collectively, "Confidential Information");
- b. The direct or indirect disclosure of any Confidential Information would place the Company at a serious competitive disadvantage and would do serious damage, financial and otherwise, to the Company's business;
- c. By your employment with the Company, exposure to Confidential Information, training (specific or general), experience and expertise that you gain from your services to the Company will be special and unique.
- d. If you leave the Company's employment to work for a competitive business, in any capacity, it would cause the Company irreparable harm.

ii. **Covenant against Disclosure.**

- a. You therefore covenant and agree that all Confidential Information relating to the business products and services of the Company or customer shall be and remain the sole property and confidential business information of the Company, free of any rights or claims from you.
- b. You further agree that any and all information collected by you during the course of your work, database of contacts developed with full contact information and any other collection, collation, compilation of data and information related to your work is the exclusive property of the company and is not to be shared by you with anyone outside the company except with the specific knowledge and prior permission of your supervising officer. At the same time, all such information should be made available by you, in full, on a regular basis to the company and your supervising officer to enable such data/information to be leveraged for the furtherance of the company's business interests.
- c. You further agree not to make any use of the Confidential Information except in the performance of your duties hereunder and not to disclose the information to third parties, without the prior written consent of the Company.
- d. Your obligations under this Paragraph shall survive termination of your employment for any reason.
- e. You agree that, upon any termination of your employment with the Company, all Confidential Information in your possession, directly or indirectly, that is in written or other tangible form (together with copies thereof, if any) will forthwith be returned to the Company and will not be retained by you or furnished to any third party or used for any
- f. purpose whatsoever, either by / as sample, facsimile, film, audio or video cassette, electronic data, verbal communication or any other means of communication.

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10. During the period of your employment with us or thereafter, you will not divulge to any third party or in any manner use except for the bona fide needs of the Company, any information, data or documents belonging to or relating to the Company and / or any of the Company's clients or personnel that may come to your knowledge during the course of your employment with us nor will you duplicate or otherwise make any copies save and except as required for the bona fide needs of your employment with the Company.
11. During the period of your employment, you will devote your whole time exclusively for the work as may be assigned to you by the Company from time to time. Also, you will not engage yourself in any business/profession, trade, occupation, vocation or employment, part time or otherwise, either directly or otherwise without written permission of the Company which the Company may refuse at its sole discretion without being answerable or accountable.
12. Intellectual property rights, including copyrights(s) and patents in any work or product or process that you may develop or evolve while in the employment of the Company shall belong to the Company immediately on development and the Company may turn the same to account in any manner that the Company deems fit. The letter, on your confirmation below, shall be deemed to be an irrevocable assignment of all intellectual property rights in favour of the Company. Further, you will, at the Company's request, execute all documents as may be required to vest such ownership with the Company.

Your offer shall become void if you do not join on or before the date indicated above.

You are requested to send us the duplicate copy of your appointment letter duly signed by you as a token of your full, unconditional and unreserved acceptance of the above offer.

We have pleasure in welcoming you to your organization and look forward to a long term and mutually beneficial association.

DocuSigned by:

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Name: Saurabh Goyal
Designation: Director

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Annexure 1

SALARY STRUCTURE		
Employee Name	Priyansh Bordia	
Employee Designation	Software Engineer	
Location	Remote	
Components	Annual Salary (Rs)	Monthly Salary (Rs)
Basic	825000	68750
House Rent Allowance	412500	34375
Leave Travel Allowance	82500	6875
Special Allowances	254400	21200
Reimbursement	54000	4500
Provident Fund Both Contribution	21600	1800
CTC	16,50,000	1,37,500

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