

From:  
Suraj CHETTRI

Date:  
July 14, 2023

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Ms. Aarushi Agarwal  
PAN: DTYP A6132H

## OFFER OF EMPLOYMENT

Dear Aarushi,

Further to your application and interview with us, we are pleased to offer you the position of “**Associate Systems Engineer**” in **E1** grade at the Airbus Group India Private Limited.

Airbus Group India Private Limited. (the “Company”) is a company incorporated under the Indian Companies Act 1956, and is a 100% subsidiary of Airbus.

You shall be based at the Company’s office at **Bangalore**. Your appointment will be effective no later than **August 08, 2023**.

Your job must be accomplished within the framework of the organization’s overall corporate policies, plans and programs that may be assigned to you from time to time.

The compensation package applicable to you will be as follows:

### **Annual Gross Salary:**

Your annual Gross salary on cost to the company basis (“CTC”) would be **INR 1,000,000 per annum (Rupees Ten Lakhs only)**. The terms and conditions governing your employment will be provided to you on the date of joining. The details of the compensation package are attached in **Annexure I**.

This package has been arrived at based on your specific background and merit and you are expected to keep this information and any changes made therein from time to time personal and strictly confidential.

### **Benefits:**

In addition to the above CTC, you will also be eligible for Medical Insurance cover as per the Company’s Employee Policy Manual that will be made available to you at the appropriate time. You may also be eligible for other benefits, as and when the Company decides to implement them as per the Company’s policies.

### **Probationary Period:**

You will need to serve a probationary period of 6 (six) months from the date of joining the company. During the probationary period, the Company reserves the right to terminate your services with notice of one month, compensation or giving any reason. You will be confirmed into the roles of the company after the successful completion of this probationary period through a confirmation letter.

**This offer is valid for acceptance until July 18, 2023.** May we request you to kindly sign the copy of this letter as a token of your acceptance of our offer and return the same.

You may be requested to undergo pre-employment health check-up (date and time will be arranged shortly) as per our Company policy. Please note that this offer is subject to the following:

1. Receipt of References given by you, which are satisfactory to the Company
2. Background check, which is satisfactory to the company.
3. Such other information provided by you in the Personal Data Sheet at the time of joining.

The Company's Directors reserve the right to withdraw the offer of appointment in case any of the above mentioned clauses are not be-fitting the Company.

At the time of joining, you will be required to sign a comprehensive Appointment Letter and such other documents as may be required by the Company. Also the following is to be submitted by you on the day of reporting:

1. Address Proof
2. ID Proof
3. Copies of educational certificates (starting from SSLC/X Std., PUC/Graduation, Post-Graduation and any other professional degree/courses)
4. Birth Certificate
5. Marriage Certificate
6. Salary Certificate from previous employer (giving the CTC break-up)
7. Relieving/Experience letter from previous employer
8. 8 photographs – passport size
9. Copy of passport
10. PAN Card (if you do not have a PAN number, please apply for a PAN card now and present it on joining)

We take this opportunity to welcome you to Airbus Group and wish you the very best in your new assignments and hope that you will display a high degree of dedication and commitment to the Company objectives, thereby contributing significantly to the growth of the Company. We also wish you a long-term association with us.

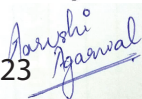
With best wishes,



**Suraj CHETTRI**  
Director - Human Resources

**Agreed & accepted by Aarushi Agarwal**

18/07/2023



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Date & Signature



## ANNEXURE I

Components		Aarushi Agarwal	
		Monthly (Rs)	Annual (Rs)
<b>Base Salary</b>			
	Basic	29,167	350,000
	House Rent Allowance	14,583	175,000
<b>I</b>	<b>Total Base Salary</b>	<b>43,750</b>	<b>525,000</b>
<b>Allowances</b>			
	Leave Travel Allowance	2,431	29,167
	Professional development	500	6,000
	Special Allowance (CTC delta)	23,000	275,998
<b>II</b>	<b>Total Allowances</b>	<b>25,930</b>	<b>311,165</b>
<b>Retiral Benefits</b>			
	Provident Fund (PF)	3,500	42,000
	Gratuity	1,403	16,835
<b>III</b>	<b>Total Retiral Benefits</b>	<b>4,903</b>	<b>58,835</b>
	Variable Pay	8,750	105,000
<b>IV</b>	<b>Total Variable Pay</b>	<b>8,750</b>	<b>105,000</b>
<b>I+II+III+IV</b>	<b>Total Gross Salary</b>	<b>83,333</b>	<b>1,000,000</b>



**Suraj CHETTRI**  
Director - Human Resources

**Agreed & accepted by Aarushi Agarwal**

18/07/2023



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Date & Signature







July 14, 2023

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Ms. Aarushi Agarwal

PAN: DTYPA6132H

**Private and Confidential**

Dear Aarushi,

We intend to honour a positive uptake of your role as “**Associate Systems Engineer**“ with a joining bonus of **INR 100,000 (One Lakh only)** at the Airbus Group India Pvt. Ltd. This would be paid along with your first month’s salary.

Should there be any early separation (before **1 Year** of service rendered), then you will be required to return the above mentioned amount paid to you.


Please return one original of this letter signed by you with the mentioned “read and agreed” and with your initials on this letter as acceptance of this agreement.

Yours Sincerely ,

“read and accepted”



Suraj CHETTRI



Aarushi Agarwal

Director - Human Resources

