

Date: 11-Mar-2026

MR. PRINCE KALVANIA

EMPLOYEE CODE: SL0202

V.P.O- RANSISAR CHARNA,

TEH- CHOTHI KHATUDIDWANA, DIDWANA KUCHAMAN,

RAJASTHAN - 341305

Appointment Letter

Dear Mr. Prince Kalvania

This refers to your application and subsequent interview with us. We are pleased to offer you appointment in our Company as **SENIOR TECHNICIAN - PRODUCTION (Level - VII, Grade - W2)** with effect from **10-Mar-2026 at "BAVLA"** on the following terms and conditions:

- 1) With effect from the date of your joining you will be paid a total compensation package as stated below, which is liable to be revised by the company at its sole discretion from time to time. Any increment payable shall be at the sole discretion of the Company and shall depend on time bound, efficient and satisfactory discharge of your duties and evaluation of your performance by the management.

Total Compensation Package based on cost to company ("CTC") per annum.

a) Basic salary	Rs.	181200.00
b) House Rent Allowance	Rs.	72480.00
c) Provident Fund	Rs.	21600.00
d) Special Allowance	Rs.	99764.00
e) Gratuity	Rs.	8716.00
f) Bonus Allowance in Lieu of Bonus	Rs.	36240.00
Cost to company:	Rs.	420000.00

- 2) During the entire term of your employment with the Company you shall work diligently and to the best of your ability and devote whole of your time to Company's work as may be directed by the management from time to time. During such period, you shall not accept, undertake, or associate yourself with, either directly or indirectly, any other job, business, or occupation of any kind whatsoever and shall also not engage in any endeavour or activity which may conflict with or may be detrimental to the interests of the Company.
- 3) You will, at all times, be liable to observe strict secrecy and nonconnection in all matters of the Company and shall not disclose, divulge or make public, nor shall you personally use for your personal gain or gain of any of your family member or any third party, any of Company's proprietary, confidential and other business information, trade secrets or commercial, financial, costing, accounting or any transaction or dealings related information whatsoever, whether received or obtained by you or which has otherwise come to your knowledge at any time during the course of your employment with the Company, and in this connection you will also be required to sign a secrecy cum confidentiality non-disclosure and non-solicitation agreement with the Company.
- 4) You will assign to the Company all right, title and interest in any invention or improvements or outcome of any research or development that you may make individually or jointly with anyone else during the course of your employment with the Company and you will perform any acts, execute such documents without any expenses to you which, in the judgement of the Company, may be needful or desirable to secure to the Company patent

protection and any/all rights relating to such invention or improvements or results of such research and development.

- 5) You shall not be authorised to enter into any contract or make any commitment or sign any document in the name of or for or on behalf of the company except as may be expressly authorized by the management in connection with performance of your duties with the company.
- 6) You will be on probation for a period of six months from the date of your joining. The management may at its sole discretion decide to extend your probation period. At any time during the probation period or on expiry thereof, the Company reserves the right to terminate your service by giving 15 days' notice in writing by either side to the other. On satisfactory completion of the probation period, your services may be confirmed by the Company in writing and unless confirmed in writing, you will be deemed to continue as a probationer even after the expiry of the initial or extended period of probation.
- 7) After your confirmation, your services will be liable to termination by giving 30 days' notice in writing by either side to the other. The notice period of 30 days will be calculated from the date of receipt of such notice by the other side. The company may, at its sole discretion, relieve you earlier at any time prior to expiry of the notice period by paying compensation for the balance outstanding notice period.
- 8) Notwithstanding the provisions of paragraph 6 and 7, in case of any of the following, i.e., any serious misconduct, dishonesty, misappropriation, fraud or any subversive act or gross incompetence or refusal to carry out lawful orders or adversely prejudicing and doing or failing to do anything which adversely prejudices the interest or reputation of the Company or its subsidiaries or group affiliate or associate companies or being convicted of a serious criminal offence or becoming insolvent or entering into or making any arrangement or composition with or for the benefit of creditors generally or becoming of unsound mind or becoming incapacitated by illness, injury or otherwise from performing duties for a continuous period of 3 (Three) months or becoming addicted to or habitually remaining under the influence of alcohol or any harmful drug, the possession of which is restricted/controlled by law, on your part as decided by the management, the company reserves the right to terminate your service forthwith without any notice and without being under any obligation to pay any further sums, whether by way of compensation, damages or otherwise in respect of or in lieu of any notice period and notwithstanding that the Company may have allowed time to elapse or on any former occasion may have refrained from exercising or waived such right.
- 9) During your employment, the company may nominate you to attend training, or you may also be deputed for training in India or abroad with machinery/technology suppliers or other third party to gain extensive specialized knowledge, training, and skill in line with your work or job or for future requirements of the Company, all of which will involve considerable costs, expenses, and resources of the Company. On completion of any such training/knowledge transfer you would be required to serve the company for certain minimum agreed period as decided by the Company for which you will also have to execute a security bond including for confidentiality non-disclosure and non-solicitation, for an agreed amount as may be stipulated by the Company. This document will be executed prior to commencement of your training/travel to machinery/technology supplier or other third-party site for such training.
- 10) Your services are liable to be transferred at any time, to any of our factories / offices in India or abroad, whether in existence now or that may be set up in the future. Your refusal for such transfer will be considered as unwillingness to serve the company and a gross misconduct on your part.
- 11) In case you change your residential address at any time, you must notify the new address in writing to the Company immediately. In the absence of this, any communication sent to you at your last known address shall be deemed to have been correctly served by the Company and received by you.

- 12) The continuation of your employment with the Company is subject to your remaining physically and mentally fit for working with us. The company reserves the right to require you to undergo medical examination, if and when considered necessary.
- 13) Income tax and any other contribution applicable to you from time to time under any law shall be payable by you and the Company will not be liable for the same. The Company shall be entitled to deduct from your remuneration and other dues, all statutory, contractual, and other agreed deductions and damages imposed on you and to which you shall have no objection and hereby give your consent for the same.
- 14) You will retire from the services of the company on attaining 60 years of age as per the date of birth submitted by you in your school passing certificate or any other document acceptable to the Company, at the time of your joining the Company.
- 15) You will be governed by the rules, regulation, guidelines, and policies of the Company as may be applicable to your category/designation or otherwise generally applicable to employees of the Company from time to time.
- 16) The company reserves the right to add, amend, alter, or annul any of the terms and conditions of your appointment letter / employment at any time at its discretion.
- 17) Your appointment and its continuance are subject to verification checks which will include, but is not limited to, verification of previous employment, qualification, testimonials, references, and address.

Please sign and return a copy of this letter as a token of your acceptance of the above terms and conditions.

Thanking you,
Yours faithfully,
For **INOX SOLAR LIMITED**

Authorised Signatory

I accept this appointment on the terms mentioned above.

PRINCE KALVANIA