



31 January 2023

Offer of Employment

Dear Mrunal,

Further to our recent discussions, I am pleased to offer you the "Software Engineer I" position with TJC India Private Limited reporting to Lead Software Engineer, Abhishek Kumar Jain on the following terms and conditions.

Your employment will commence at your convenience on or before 1st February 2023.

The details of the offer are as follows.

Your salary package will be 11,00,000 INR gross per annum including a variable compensation of 1,10,000 INR payable in December and guaranteed for the calendar year 2023 and 2024 pro-rata to your presence in the company independently from your actual performance or that of the Company and subject to your actual presence in the company at the time of the December payroll.

You will be provided with a laptop computer for business use only.

You will benefit from medical insurance covering yourself and your family (up to 2 children) fully paid for by the company.

You will be deemed to be on probation in the services of the company until confirmed in writing. The initial period of probation is three months from the date of your joining. This period of probation may be extended by the Company ("Board") at its discretion. During your probationary period, your employment may be terminated by the company or by you on one week's notice. Thereafter the notice will be 3 months.

You are required to engage yourself exclusively in the work assigned by TJC Group and shall not take up any independent or individual assignments (whether the same is part-time or full-time, in an advisory capacity or otherwise) or in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interest of TJC Group or in any other employment, business and/or activities other than TJC Group during the term of your employment with TJC Group.

Your place of employment will be Pune. (TJC Group, 3rd Floor, G.K. Mall, above Pantaloons, near Kokane Chowk, Pimple Saudagar, Maharashtra-411027)

Your role involves some business travel in Europe (France and UK especially) and occasionally outside Europe. The Company will pay for and assist you with obtaining the relevant visas.

Siège/Headquarters TJC SA
Technopôle de Château Gombert
Europarc Bâtiment F
13013 Marseille
France

☎ +33 (0) 491 95 56 56
🌐 www.tjc-group.com

Société anonyme au capital de 70 000€
RCS Marseille 410 690 234

A contract of employment will be provided to you in due course. Your contract will include these and other standard terms and conditions including an exclusivity clause, a copyrights clause, a confidentiality clause, and restrictive covenants.

If you wish to accept this offer of employment, please sign and return to me the enclosed copy of this letter by 31st January 2023, after which this offer may be withdrawn.

You represent and warrant to the Company that, by accepting this offer of contract employment or performing any of your obligations under it, you will not be in breach of any court order or any express or implied terms of any contract or other obligation binding on you.

I look forward to working with you and to sharing with you the excitement of this new venture.

Best Regards

DocuSigned by:
Renuka Sharma
7378C4D3A4A1412...

Renuka SHARMA
Human Resources Manager
TJC India Pvt Ltd (TJC Group)

I accept the above terms and conditions.

DocuSigned by:
Mrunal Chaudhari
67B52AF2BC044DB...

Signed:
Mrunal Choudhari