

August 20, 2024

## LETTER OF APPOINTMENT

**Ms. Vandana P**  
**D/O Puttanna Banahalli Village,**  
**Lingayithara Street, T. Narsipur,**  
**Mysuru, Karnataka - 571124**

Dear Ms. Vandana P

Molecular Connections Private Limited (the "**Company**"), along with its subsidiaries and group companies, is pleased to offer you employment on the following terms and conditions:

### **1. COMMENCEMENT OF EMPLOYMENT**

- 1.1 You are employed by the Company in the position of **Scientific Analyst** subject to the terms and conditions set forth in this Appointment Letter ("**Letter**"). Your employment with the Company shall commence from **Septemper 02, 2024** and be valid until terminated in accordance with the terms set forth in this Letter (the "**Employment Period**").
- 1.2 Your appointment with the Company is subject to satisfactory verification of your certificates and testimonials. In the event that such verification reveals any discrepancy in the statement(s) made in your application to the Company, your services are liable to be terminated forthwith without any notice or compensation. Your employment in the Company is also contingent upon your ability to work for the Company without any restriction/s, i.e., you are not bound by any non-compete obligations or any other restrictive clauses with any of your previous employers.
- 1.3 For joining purposes, you shall report to HR Manager of the Company.

### **MOLECULAR CONNECTIONS PVT. LTD.**

Heritage Building, #59/2 Kaderanahalli, 100 Feet Road, Banashankari 2nd Stage, Bangalore – 560 070.

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- 1.4 You shall, during the Employment Period, be diligent and loyal and devote your professional skills, time, energies and best efforts to the performance of your duties and responsibilities in the Company.
- 1.5 During the Employment Period, you shall not engage in any other employment, consulting or other business activity (whether full-time or part-time or paid or unpaid) By signing this Letter, you expressly undertake that you have no contractual commitments or other legal obligations that would prevent you from performing your duties towards the Company, in any manner whatsoever. Any charitable work needs prior permission of the company
- 1.6 You will initially be on probation for a period of six (6) months from the actual date of joining. The probation period may be reduced or extended by the Company at its sole discretion depending upon your performance without providing any reasons. You will be on probation until your successful completion of the probationary period is confirmed in writing.
- 1.7 **MINIMUM SERVICE PERIOD** – You are required to serve the company for a minimum period of **12 months** including your probation period. Please note that if you decide to leave the Organization before completing the minimum service period, the Company would be entitled to recover the training expenses of **INR 25000/- (Rupees Twenty Five Thousand only)** including notice pay from you as discussed and mutually agreed at the time of your selection.
- 1.8 Retirement age is 60 (sixty) years. This can be modified based on the company's discretion, subject to legal protection available to the employee/
- 1.9 During your employment if you remain absent for a continuous period of eight (8) days without leave or without obtaining the reporting manager's approval in writing, your employment will be deemed to have been voluntarily terminated by you without notice or salary in lieu thereof.

## 2. SALARY, BONUSES, ETC.

- 2.1 You will be remunerated for your services as detailed in **Annexure A** appended to this Letter in accordance with Company's customary payroll procedures. The remuneration shall be reviewed from time to time at the discretion of the Company.
- 2.2 The compensation package will be subject to the usual deductions for tax as required under applicable laws.
- 2.3 The compensation package will be subject to adjustment pursuant to the Company's employee compensation policies in effect from time to time, as may be relevant under applicable law.
- 2.4 The compensation package set forth in Section 2.1 includes compensation for all services rendered under this Letter.
- 2.5 As a regular employee of the Company, you will be eligible to participate in regular health insurance and other employee benefit plans in accordance with the policies established and maintained by the Company from time to time.

## 3. DUTIES AND OTHER ACTIVITIES

- 3.1 You shall, in all respects, carry out and use your best endeavors in carrying out the objectives of the Company and protect its interest in all things to the best of your ability and judgment and devote all your time and attention to the business of the Company.
- 3.2 You are not allowed to undertake other work or business-related activities, except with the prior written consent of the Company, irrespective of whether you receive financial compensation for these activities.

## 4. PLACE OF WORK

- 4.1 Your place of work will be at the Company's office in **Bangalore**. The Company may, after giving you reasonable notice, transfer or assign your services to any place of business of the Company or to any of its parent company, subsidiary, group company, strategic partner/customer, etc. where it may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.

- 4.2 The Company may also require you to complete certain duties or assign your services to any associate company, branch office, subsidiary or other companies, concerns, organizations, or firms with whom the Company may make any such arrangement or enter into an agreement. You may also be required to work at any client premises based in India or overseas, as deemed fit by the Company.

## **5. RULES AND REGULATIONS**

- 5.1 In addition to the terms and conditions of employment specifically stated herein, you undertake to 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.
- 5.2 Your employment shall also be governed by statutory laws enacted by Central or State Government or local authorities, as may be applicable, from time to time.

## **6. COMPLIANCE WITH APPLICABLE LAWS**

- 6.1 You agree to comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to your employment with the Company.
- 6.2 Without limiting the generality of the foregoing, you represent and warrant 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 government official, political party, candidate for political office, or public international organization; 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 government official, political party, candidate for political office, or public international organization, for the purpose of obtaining or retaining any business, or to obtain another unfair advantage, in connection with the Company's business
- 6.3 By signing this Letter of Appointment, you consent to the terms and conditions of the Company Policy, as maybe modified by the Company from time to time at its sole discretion.



## 7. TERMINATION OF EMPLOYMENT

- 7.1 At any time during your probation period, the Company may terminate your employment by giving a prior written notice of 30 (thirty) days or salary in lieu thereof.
- 7.2 Upon confirmation of your employment with the Company, the Company may terminate your employment by giving at least three (3) months prior notice in writing or payment in lieu of such notice. In the event you desire to terminate your employment with the Company, you shall have to give a prior written notice of three (3) months to the Company. Company reserves right not to accept Notice amount money in lieu of notice period due to business reasons.
- 7.3 In case you do not serve the complete notice period as required by the Company, then the Company will be under no obligation to issue the relieving documents to you or undertake any other relieving formalities.
- 7.4 Your employment with the company may be terminated by the Company without notice or payment in lieu thereof, in case of breach or non-compliance of the terms, conditions or stipulations contained in this Letter, which would be construed as misconduct, or if you are found guilty of any negligence or other misconduct in connection with or affecting the business or affairs of the Company. Termination of your employment for the reasons stated herein would be without prejudice to:
  - 7.4.1 The Company's right to claim the actual damages it has suffered on account of such breach; and
  - 7.4.2 Any other relief to which the Company may be entitled under contract, law or equity.
- 7.5 **Misconduct will include without limitation:**
  - 7.5.1 Habitual absence from service without prior notice in writing and/ or without sufficient cause;

- 7.5.2 Absence from service without prior notice in writing or without sufficient cause for a period of seven (7) days or more and not rejoining service despite reminder(s) from the Company;
- 7.5.3 Participating in and/ or abetting the conduct of a strike in contravention of any law;
- 7.5.4 Causing damage to the reputation or property of the Company;
- 7.5.5 Breach or non-observance of the terms, conditions or stipulations contained in this Letter;
- 7.5.6 Breach of the confidentiality/secretcy provisions set out in the Non Disclosure of Confidential Information and Invention Assignment Agreement.
- 7.5.7 Any criminal or illegal activity breaking laws or any conviction by a court of law
- 7.6 On termination of your employment, the Company shall not have any further liability towards you other than remuneration, allowances and perquisites that have accrued prior to the effective date of termination of employment.
- 7.7 Immediately upon termination of your employment, you shall return to the Company, all property/ies of the Company heretofore provided to you by the Company, or otherwise in your custody, possession or control.
- 7.8 Notwithstanding any provision of this Letter to the contrary, no termination of your employment for any reason whatsoever, shall in any manner operate to terminate, limit or otherwise affect the Company's ownership of any of the rights, properties, privileges granted to the Company hereunder or under any other agreement executed between you and the Company.
- 7.9 On termination of your employment for any reason whatsoever, you shall fully cooperate and provide all assistance as may be necessary or reasonably required by the Company for handing over your job responsibilities and functions to your successor in a manner that ensures continuity in the administration of the Company's affairs.

7.10 You shall not solicit or take away, directly or indirectly for any reason, any person, entity or business that was, at any time during your employment or at the time of your termination, a customer or prospective customer of the Company or any of its subsidiaries or affiliates.

7.11 You shall not solicit or take away or attempt to solicit or take away, directly or indirectly, any employee of the Company or its subsidiaries or affiliates, either for your own purposes or for any other person or entity.

## 8. GOVERNING LAW AND JURISDICTION

This Letter is governed by and construed in accordance with the laws of India and will be subject to exclusive jurisdiction to the Courts at Bangalore.

## 9. CONFIDENTIALITY

As an employee of the Company, you will have access to certain confidential information of the Company and you may, during the course of your employment, develop certain information or inventions that will be the property of the Company. To protect the interests of the Company, you will be required to sign the Company's standard "**Non Disclosure of Confidential Information and Invention Assignment Agreement**" as a condition of your employment. The Company hereby instructs and directs you not to bring with you any confidential or proprietary material of any former employer or to violate any other obligations you may have towards any former employer.

During your employment with the Company, you agree to not engage in any employment, business or activity that is in any way competitive with the business or proposed business of the Company. You will disclose to the Company in writing any other gainful employment, business or activity that you are currently associated with or participating in that competes with the business of the Company. You will not assist any other person or organization in competing with the Company or in preparing to engage in competition with the business or proposed business of the Company.

You represent by signing this Letter and/ or the Company's Non Disclosure of Confidential Information and Invention Assignment Agreement and commencement of your employment with the Company, that you will not be violating any agreement currently in place between yourself and current or past employers.

We hope that you will accept our offer to join the Company on the terms of this Letter. You may indicate your agreement with these terms and accept this offer by signing and dating the enclosed duplicate original of this Letter and returning the signed copy to the Company. Your employment is contingent on successful completion of background and reference checks and starting work with the Company.

#### **10. NON SOLICITATION AND NON COMPETITION**

During the term of your employment and for a period of three (3) years immediately thereafter, you agree not to solicit any employee, consultant, customer, vendor or independent contractor of the Company for yourself or on behalf of any other business enterprise, nor shall you induce any employee, consultant, customer, vendor or independent contractor associated with the Company to terminate or breach an employment, contractual or other relationship with the Company.

#### **11. INDEMNIFICATION**

You agree to indemnify the Company and its affiliates/subsidiaries, officers, agents, representatives for any losses or damages sustained by the Company and its affiliates/subsidiaries, officers, agents, representatives, which is caused by or related to your employment in the Company or any breach of any of the provisions contained in this Letter and/ or any other formal agreement executed between you and the Company.

#### **12. GENERAL**

This Letter and your employment are personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. However, the Company may assign this Letter, in part or whole, upon written notice to you.

No delay or failure by the Company to exercise any of its powers, rights or remedies under these terms of Employment shall operate as a waiver of such powers, rights or remedies.

If any provision of this Letter is held by any competent authority to be invalid or unenforceable, the validity of other provisions and the remainder of this Letter shall not be affected.

You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Letter and the Non-Disclosure of Confidential Information and Invention Assignment Agreement, are the exclusive and entire understanding between the Company and you relating to the subject matter hereof, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

Yours Sincerely,  
**For Molecular Connections Private Limited**

*Jignesh Bhate*

**Name : Jignesh Bhate**  
**Title : Chief Executive Officer**

I have read and hereby accept the terms and conditions of this Letter of Appointment:

Signature: *Vandana.P*

Name of the Employee: Vandana.P

Date: 26/08/2024

**ANNEXURE - A (TOTAL COMPENSATION & BENEFITS)**

<b>NAME</b>	<b>Ms. Vandana P</b>	
<b>DESIGNATION</b>	<b>Scientific Analyst</b>	
<b>GRADE</b>	<b>7</b>	
<b>LEVEL</b>	<b>2</b>	
<b>EFFECTIVE DATE</b>	<b>September 02, 2024</b>	
<b>SALARY COMPONENTS</b>		
	<b>MONTHLY</b>	<b>ANNUAL</b>
<b>A.</b>	<b>FIXED COMPONENTS</b>	
	Basic + DA	195600
	M Bonus	39120
<b>B.</b>	<b>RETIREMENT BENEFITS</b>	
	PF (Employer contribution)	21600
	Gratuity Contribution	9420
<b>C.</b>	<b>OTHER BENEFITS</b>	
	ESIC ( Employer contribution)	7632
	<b>MONTHLY CTC ( A+B+C)</b>	<b>22781</b>
	<b>ANNUAL CTC ( A+B+C)</b>	<b>273372</b>

Your compensation has been structured to facilitate better tax planning and increased savings for you during the financial year. Further, additional employee benefits that you would be eligible for (which are not appearing in the above structure) are explained below:

**(i) Food subsidy:**

The Company would pay for subsidizing the food @ 50% of the cost to be paid by you, if you are availing the lunch supplied at the office cafeteria.

Please Note: MC has tie-up only with ICICI and HDFC banks for the salary disbursement for its employees. So, you are expected to open an account with any of these bank's branch if not having one and notify us with the account details along with a proof of copy of passbook or cheque leaf within 15 days of your joining MC.

Signed By: *Jignesh Bhate*

Date: August 20, 2024

M.S.Madhali

Vandana.P

DigiSigner Document ID: 58866fb6-3a70-4305-80ce-177c4675f45e

## Signer

Email: mythili@molecularconnections.com  
IP Address: 2401:4900:1f27:965e:25d8:6145:fab8:ac89

Email: jignesh@molecularconnections.com  
IP Address: 2405:201:d02e:881d:89a2:dbbf:c9a:e10d

Email: jignesh@molecularconnections.com  
IP Address: 2405:201:d02e:881d:89a2:dbbf:c9a:e10d

Email: vandana13082001@gmail.com  
IP Address: 2401:4900:62ff:a10c:779c:1185:6994:2343

Email: vandana13082001@gmail.com  
IP Address: 2401:4900:62ff:a10c:779c:1185:6994:2343

## Signature

*M.S. Mythili*

*Jignesh Bhate*

*Jignesh Bhate*

*Vandana.P*

*Vandana.P*

Event	User	Time	IP Address
Upload document	hrteam@molecularconnection s.com	8/24/24 10:22:40 AM EDT	2406:7400:51:3dbd:2533:f87f: 514b:fe74
Open document	hrteam@molecularconnection s.com	8/24/24 10:22:42 AM EDT	2406:7400:51:3dbd:2533:f87f: 514b:fe74
Close document	hrteam@molecularconnection s.com	8/24/24 10:23:17 AM EDT	2406:7400:51:3dbd:2533:f87f: 514b:fe74
Send for signing	hrteam@molecularconnection s.com	8/24/24 10:24:03 AM EDT	2406:7400:51:3dbd:2533:f87f: 514b:fe74
Open document	hrteam@molecularconnection s.com	8/24/24 11:07:47 AM EDT	2406:7400:51:3dbd:4993:31f3: :d219:c29e
Open document	mythili@molecularconnection s.com	8/26/24 12:14:43 AM EDT	2401:4900:1f27:965e:25d8:61 45:fab8:ac89
Sign document	mythili@molecularconnection s.com	8/26/24 12:14:54 AM EDT	2401:4900:1f27:965e:25d8:61 45:fab8:ac89
Close document	mythili@molecularconnection s.com	8/26/24 12:14:54 AM EDT	2401:4900:1f27:965e:25d8:61 45:fab8:ac89
Open document	jignesh@molecularconnection s.com	8/26/24 12:50:11 AM EDT	2405:201:d02e:881d:89a2:db bf:c9a:e10d
Sign document	jignesh@molecularconnection s.com	8/26/24 12:50:42 AM EDT	2405:201:d02e:881d:89a2:db bf:c9a:e10d
Close document	jignesh@molecularconnection s.com	8/26/24 12:50:42 AM EDT	2405:201:d02e:881d:89a2:db bf:c9a:e10d
Open document	vandana13082001@gmail.co m	8/26/24 3:37:11 AM EDT	2401:4900:65be:bb1d:ba06:9 0ab:3be:4c84
Open document	vandana13082001@gmail.co m	8/26/24 3:44:07 AM EDT	2401:4900:65be:bb1d:ba06:9 0ab:3be:4c84

Open document	vandana13082001@gmail.com	8/26/24 4:03:41 AM EDT	2401:4900:65be:bb1d:ba06:90ab:3be:4c84
Open document	vandana13082001@gmail.com	8/26/24 4:09:19 AM EDT	2401:4900:65be:bb1d:ba06:90ab:3be:4c84
Open document	vandana13082001@gmail.com	8/26/24 4:24:43 AM EDT	2401:4900:65be:bb1d:ba06:90ab:3be:4c84
Open document	vandana13082001@gmail.com	8/26/24 4:25:13 AM EDT	2401:4900:65be:bb1d:ba06:90ab:3be:4c84
Open document	vandana13082001@gmail.com	8/26/24 6:20:15 AM EDT	2401:4900:62ff:a10c:779c:1185:6994:2343
Sign document	vandana13082001@gmail.com	8/26/24 6:22:29 AM EDT	2401:4900:62ff:a10c:779c:1185:6994:2343
Close document	vandana13082001@gmail.com	8/26/24 6:22:29 AM EDT	2401:4900:62ff:a10c:779c:1185:6994:2343



August 20, 2024

## LETTER OF APPOINTMENT

**Mr. Abhishek Subray Shet**  
41E, 2nd Cross,  
Devikere Road, Sirsi, Uttara Kannada,  
Karnataka - 581402

Dear Mr. Abhishek Subray Shet

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### 1. COMMENCEMENT OF EMPLOYMENT

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This Letter is governed by and construed in accordance with the laws of India and will be subject to exclusive jurisdiction to the Courts at Bangalore.

## 9. CONFIDENTIALITY

As an employee of the Company, you will have access to certain confidential information of the Company and you may, during the course of your employment, develop certain information or inventions that will be the property of the Company. To protect the interests of the Company, you will be required to sign the Company's standard "**Non Disclosure of Confidential Information and Invention Assignment Agreement**" as a condition of your employment. The Company hereby instructs and directs you not to bring with you any confidential or proprietary material of any former employer or to violate any other obligations you may have towards any former employer.

During your employment with the Company, you agree to not engage in any employment, business or activity that is in any way competitive with the business or proposed business of the Company. You will disclose to the Company in writing any other gainful employment, business or activity that you are currently associated with or participating in that competes with the business of the Company. You will not assist any other person or organization in competing with the Company or in preparing to engage in competition with the business or proposed business of the Company.

You represent by signing this Letter and/ or the Company's Non Disclosure of Confidential Information and Invention Assignment Agreement and commencement of your employment with the Company, that you will not be violating any agreement currently in place between yourself and current or past employers.

We hope that you will accept our offer to join the Company on the terms of this Letter. You may indicate your agreement with these terms and accept this offer by signing and dating the enclosed duplicate original of this Letter and returning the signed copy to the Company. Your employment is contingent on successful completion of background and reference checks and starting work with the Company.

#### **10. NON SOLICITATION AND NON COMPETITION**

During the term of your employment and for a period of three (3) years immediately thereafter, you agree not to solicit any employee, consultant, customer, vendor or independent contractor of the Company for yourself or on behalf of any other business enterprise, nor shall you induce any employee, consultant, customer, vendor or independent contractor associated with the Company to terminate or breach an employment, contractual or other relationship with the Company.

#### **11. INDEMNIFICATION**

You agree to indemnify the Company and its affiliates/subsidiaries, officers, agents, representatives for any losses or damages sustained by the Company and its affiliates/subsidiaries, officers, agents, representatives, which is caused by or related to your employment in the Company or any breach of any of the provisions contained in this Letter and/ or any other formal agreement executed between you and the Company.

#### **12. GENERAL**

This Letter and your employment are personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. However, the Company may assign this Letter, in part or whole, upon written notice to you.

No delay or failure by the Company to exercise any of its powers, rights or remedies under these terms of Employment shall operate as a waiver of such powers, rights or remedies.



If any provision of this Letter is held by any competent authority to be invalid or unenforceable, the validity of other provisions and the remainder of this Letter shall not be affected.

You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Letter and the Non-Disclosure of Confidential Information and Invention Assignment Agreement, are the exclusive and entire understanding between the Company and you relating to the subject matter hereof, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

Yours Sincerely,  
**For Molecular Connections Private Limited**

*Jignesh Bhate*

**Name : Jignesh Bhate**  
**Title : Chief Executive Officer**

I have read and hereby accept the terms and conditions of this Letter of Appointment:

Signature:

Name of the Employee:

Date:

**ANNEXURE - A (TOTAL COMPENSATION & BENEFITS)**

<b>NAME</b>	<b>Mr. Abhishek Subray Shet</b>	
<b>DESIGNATION</b>	<b>Scientific Analyst</b>	
<b>GRADE</b>	<b>7</b>	
<b>LEVEL</b>	<b>2</b>	
<b>EFFECTIVE DATE</b>	<b>September 02, 2024</b>	
<b>SALARY COMPONENTS</b>		
	<b>MONTHLY</b>	<b>ANNUAL</b>
<b>A.</b>	<b>FIXED COMPONENTS</b>	
	Basic + DA	195600
	M Bonus	39120
<b>B.</b>	<b>RETIREMENT BENEFITS</b>	
	PF (Employer contribution)	21600
	Gratuity Contribution	9420
<b>C.</b>	<b>OTHER BENEFITS</b>	
	ESIC ( Employer contribution)	7632
	<b>MONTHLY CTC ( A+B+C)</b>	<b>22781</b>
	<b>ANNUAL CTC ( A+B+C)</b>	<b>273372</b>

Your compensation has been structured to facilitate better tax planning and increased savings for you during the financial year. Further, additional employee benefits that you would be eligible for (which are not appearing in the above structure) are explained below:

**(i) Food subsidy:**

The Company would pay for subsidizing the food @ 50% of the cost to be paid by you, if you are availing the lunch supplied at the office cafeteria.

Please Note: MC has tie-up only with ICICI and HDFC banks for the salary disbursement for its employees. So, you are expected to open an account with any of these bank's branch if not having one and notify us with the account details along with a proof of copy of passbook or cheque leaf within 15 days of your joining MC.

Signed By: *Jignesh Bhate*

Date: August 20, 2024

M.S. Mythili

August 25, 2024

## LETTER OF APPOINTMENT

**Ms. Arpitha H N**  
**EWS #77, 3rd Stage,**  
**JHB Colony, Kalkunike,**  
**Hunsur,**  
**Mysore, Karnataka - 571105**

Dear Ms. Arpitha H N,

Molecular Connections Private Limited (the “**Company**”), along with its subsidiaries and group companies, is pleased to offer you employment on the following terms and conditions:

### **1. COMMENCEMENT OF EMPLOYMENT**

- 1.1 You are employed by the Company in the position of **Scientific Analyst** subject to the terms and conditions set forth in this Appointment Letter (“**Letter**”). Your employment with the Company shall commence from **Septemper 02, 2024** and be valid until terminated in accordance with the terms set forth in this Letter (the “**Employment Period**”).
- 1.2 Your appointment with the Company is subject to satisfactory verification of your certificates and testimonials. In the event that such verification reveals any discrepancy in the statement(s) made in your application to the Company, your services are liable to be terminated forthwith without any notice or compensation. Your employment in the Company is also contingent upon your ability to work for the Company without any restriction/s, i.e., you are not bound by any non-compete obligations or any other restrictive clauses with any of your previous employers.
- 1.3 For joining purposes, you shall report to HR Manager of the Company.

### **MOLECULAR CONNECTIONS PVT. LTD.**

Heritage Building, #59/2 Kaderanahalli, 100 Feet Road, Banashankari 2nd Stage, Bangalore – 560 070.

Ph.: 080 2669 0145 | Email: [info@molecularconnections.com](mailto:info@molecularconnections.com) | [www.molecularconnections.com](http://www.molecularconnections.com)

- 1.4 You shall, during the Employment Period, be diligent and loyal and devote your professional skills, time, energies and best efforts to the performance of your duties and responsibilities in the Company.
- 1.5 During the Employment Period, you shall not engage in any other employment, consulting or other business activity (whether full-time or part-time or paid or unpaid) By signing this Letter, you expressly undertake that you have no contractual commitments or other legal obligations that would prevent you from performing your duties towards the Company, in any manner whatsoever. Any charitable work needs prior permission of the company
- 1.6 You will initially be on probation for a period of six (6) months from the actual date of joining. The probation period may be reduced or extended by the Company at its sole discretion depending upon your performance without providing any reasons. You will be on probation until your successful completion of the probationary period is confirmed in writing.
- 1.7 **MINIMUM SERVICE PERIOD** – You are required to serve the company for a minimum period of **12 months** including your probation period. Please note that if you decide to leave the Organization before completing the minimum service period, the Company would be entitled to recover the training expenses of **INR 25000/- (Rupees Twenty Five Thousand only)** including notice pay from you as discussed and mutually agreed at the time of your selection.
- 1.8 Retirement age is 60 (sixty) years. This can be modified based on the company's discretion, subject to legal protection available to the employee/
- 1.9 During your employment if you remain absent for a continuous period of eight (8) days without leave or without obtaining the reporting manager's approval in writing, your employment will be deemed to have been voluntarily terminated by you without notice or salary in lieu thereof.

## 2. SALARY, BONUSES, ETC.

- 2.1 You will be remunerated for your services as detailed in **Annexure A** appended to this Letter in accordance with Company's customary payroll procedures. The remuneration shall be reviewed from time to time at the discretion of the Company.
- 2.2 The compensation package will be subject to the usual deductions for tax as required under applicable laws.
- 2.3 The compensation package will be subject to adjustment pursuant to the Company's employee compensation policies in effect from time to time, as may be relevant under applicable law.
- 2.4 The compensation package set forth in Section 2.1 includes compensation for all services rendered under this Letter.
- 2.5 As a regular employee of the Company, you will be eligible to participate in regular health insurance and other employee benefit plans in accordance with the policies established and maintained by the Company from time to time.

## 3. DUTIES AND OTHER ACTIVITIES

- 3.1 You shall, in all respects, carry out and use your best endeavors in carrying out the objectives of the Company and protect its interest in all things to the best of your ability and judgment and devote all your time and attention to the business of the Company.
- 3.2 You are not allowed to undertake other work or business-related activities, except with the prior written consent of the Company, irrespective of whether you receive financial compensation for these activities.

## 4. PLACE OF WORK

- 4.1 Your place of work will be at the Company's office in **Bangalore**. The Company may, after giving you reasonable notice, transfer or assign your services to any place of business of the Company or to any of its parent company, subsidiary, group company, strategic partner/customer, etc. where it may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.

- 4.2 The Company may also require you to complete certain duties or assign your services to any associate company, branch office, subsidiary or other companies, concerns, organizations, or firms with whom the Company may make any such arrangement or enter into an agreement. You may also be required to work at any client premises based in India or overseas, as deemed fit by the Company.

## **5. RULES AND REGULATIONS**

- 5.1 In addition to the terms and conditions of employment specifically stated herein, you undertake to 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.
- 5.2 Your employment shall also be governed by statutory laws enacted by Central or State Government or local authorities, as may be applicable, from time to time.

## **6. COMPLIANCE WITH APPLICABLE LAWS**

- 6.1 You agree to comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to your employment with the Company.
- 6.2 Without limiting the generality of the foregoing, you represent and warrant 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 government official, political party, candidate for political office, or public international organization; 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 government official, political party, candidate for political office, or public international organization, for the purpose of obtaining or retaining any business, or to obtain another unfair advantage, in connection with the Company's business
- 6.3 By signing this Letter of Appointment, you consent to the terms and conditions of the Company Policy, as maybe modified by the Company from time to time at its sole discretion.

## 7. TERMINATION OF EMPLOYMENT

- 7.1 At any time during your probation period, the Company may terminate your employment by giving a prior written notice of 30 (thirty) days or salary in lieu thereof.
- 7.2 Upon confirmation of your employment with the Company, the Company may terminate your employment by giving at least three (3) months prior notice in writing or payment in lieu of such notice. In the event you desire to terminate your employment with the Company, you shall have to give a prior written notice of three (3) months to the Company. Company reserves right not to accept Notice amount money in lieu of notice period due to business reasons.
- 7.3 In case you do not serve the complete notice period as required by the Company, then the Company will be under no obligation to issue the relieving documents to you or undertake any other relieving formalities.
- 7.4 Your employment with the company may be terminated by the Company without notice or payment in lieu thereof, in case of breach or non-compliance of the terms, conditions or stipulations contained in this Letter, which would be construed as misconduct, or if you are found guilty of any negligence or other misconduct in connection with or affecting the business or affairs of the Company. Termination of your employment for the reasons stated herein would be without prejudice to:
  - 7.4.1 The Company's right to claim the actual damages it has suffered on account of such breach; and
  - 7.4.2 Any other relief to which the Company may be entitled under contract, law or equity.
- 7.5 **Misconduct will include without limitation:**
  - 7.5.1 Habitual absence from service without prior notice in writing and/ or without sufficient cause;

- 7.5.2 Absence from service without prior notice in writing or without sufficient cause for a period of seven (7) days or more and not rejoining service despite reminder(s) from the Company;
- 7.5.3 Participating in and/ or abetting the conduct of a strike in contravention of any law;
- 7.5.4 Causing damage to the reputation or property of the Company;
- 7.5.5 Breach or non-observance of the terms, conditions or stipulations contained in this Letter;
- 7.5.6 Breach of the confidentiality/secretcy provisions set out in the Non Disclosure of Confidential Information and Invention Assignment Agreement.
- 7.5.7 Any criminal or illegal activity breaking laws or any conviction by a court of law
- 7.6 On termination of your employment, the Company shall not have any further liability towards you other than remuneration, allowances and perquisites that have accrued prior to the effective date of termination of employment.
- 7.7 Immediately upon termination of your employment, you shall return to the Company, all property/ies of the Company heretofore provided to you by the Company, or otherwise in your custody, possession or control.
- 7.8 Notwithstanding any provision of this Letter to the contrary, no termination of your employment for any reason whatsoever, shall in any manner operate to terminate, limit or otherwise affect the Company's ownership of any of the rights, properties, privileges granted to the Company hereunder or under any other agreement executed between you and the Company.
- 7.9 On termination of your employment for any reason whatsoever, you shall fully cooperate and provide all assistance as may be necessary or reasonably required by the Company for handing over your job responsibilities and functions to your successor in a manner that ensures continuity in the administration of the Company's affairs.



7.10 You shall not solicit or take away, directly or indirectly for any reason, any person, entity or business that was, at any time during your employment or at the time of your termination, a customer or prospective customer of the Company or any of its subsidiaries or affiliates.

7.11 You shall not solicit or take away or attempt to solicit or take away, directly or indirectly, any employee of the Company or its subsidiaries or affiliates, either for your own purposes or for any other person or entity.

## 8. GOVERNING LAW AND JURISDICTION

This Letter is governed by and construed in accordance with the laws of India and will be subject to exclusive jurisdiction to the Courts at Bangalore.

## 9. CONFIDENTIALITY

As an employee of the Company, you will have access to certain confidential information of the Company and you may, during the course of your employment, develop certain information or inventions that will be the property of the Company. To protect the interests of the Company, you will be required to sign the Company's standard "**Non Disclosure of Confidential Information and Invention Assignment Agreement**" as a condition of your employment. The Company hereby instructs and directs you not to bring with you any confidential or proprietary material of any former employer or to violate any other obligations you may have towards any former employer.

During your employment with the Company, you agree to not engage in any employment, business or activity that is in any way competitive with the business or proposed business of the Company. You will disclose to the Company in writing any other gainful employment, business or activity that you are currently associated with or participating in that competes with the business of the Company. You will not assist any other person or organization in competing with the Company or in preparing to engage in competition with the business or proposed business of the Company.

You represent by signing this Letter and/ or the Company's Non Disclosure of Confidential Information and Invention Assignment Agreement and commencement of your employment with the Company, that you will not be violating any agreement currently in place between yourself and current or past employers.

We hope that you will accept our offer to join the Company on the terms of this Letter. You may indicate your agreement with these terms and accept this offer by signing and dating the enclosed duplicate original of this Letter and returning the signed copy to the Company. Your employment is contingent on successful completion of background and reference checks and starting work with the Company.

#### **10. NON SOLICITATION AND NON COMPETITION**

During the term of your employment and for a period of three (3) years immediately thereafter, you agree not to solicit any employee, consultant, customer, vendor or independent contractor of the Company for yourself or on behalf of any other business enterprise, nor shall you induce any employee, consultant, customer, vendor or independent contractor associated with the Company to terminate or breach an employment, contractual or other relationship with the Company.

#### **11. INDEMNIFICATION**

You agree to indemnify the Company and its affiliates/subsidiaries, officers, agents, representatives for any losses or damages sustained by the Company and its affiliates/subsidiaries, officers, agents, representatives, which is caused by or related to your employment in the Company or any breach of any of the provisions contained in this Letter and/ or any other formal agreement executed between you and the Company.

#### **12. GENERAL**

This Letter and your employment are personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. However, the Company may assign this Letter, in part or whole, upon written notice to you.

No delay or failure by the Company to exercise any of its powers, rights or remedies under these terms of Employment shall operate as a waiver of such powers, rights or remedies.

If any provision of this Letter is held by any competent authority to be invalid or unenforceable, the validity of other provisions and the remainder of this Letter shall not be affected.

You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Letter and the Non-Disclosure of Confidential Information and Invention Assignment Agreement, are the exclusive and entire understanding between the Company and you relating to the subject matter hereof, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

Yours Sincerely,  
**For Molecular Connections Private Limited**

*Jignesh Bhate*  
**Name : Jignesh Bhate**  
**Title : Chief Executive Officer**

I have read and hereby accept the terms and conditions of this Letter of Appointment:

Signature:

Name of the Employee:

Date:

**ANNEXURE - A (TOTAL COMPENSATION & BENEFITS)**

<b>NAME</b>	<b>Ms. Arpitha H N</b>	
<b>DESIGNATION</b>	<b>Scientific Analyst</b>	
<b>GRADE</b>	<b>7</b>	
<b>LEVEL</b>	<b>2</b>	
<b>EFFECTIVE DATE</b>	<b>September 02, 2024</b>	
<b>SALARY COMPONENTS</b>		
	<b>MONTHLY</b>	<b>ANNUAL</b>
<b>A.</b>	<b>FIXED COMPONENTS</b>	
	Basic + DA	195600
	M Bonus	39120
<b>B.</b>	<b>RETIREMENT BENEFITS</b>	
	PF (Employer contribution)	21600
	Gratuity Contribution	9420
<b>C.</b>	<b>OTHER BENEFITS</b>	
	ESIC ( Employer contribution)	7632
	<b>MONTHLY CTC ( A+B+C)</b>	<b>22781</b>
	<b>ANNUAL CTC ( A+B+C)</b>	<b>273372</b>

Your compensation has been structured to facilitate better tax planning and increased savings for you during the financial year. Further, additional employee benefits that you would be eligible for (which are not appearing in the above structure) are explained below:

**(i) Food subsidy:**

The Company would pay for subsidizing the food @ 50% of the cost to be paid by you, if you are availing the lunch supplied at the office cafeteria.

Please Note: MC has tie-up only with ICICI and HDFC banks for the salary disbursement for its employees. So, you are expected to open an account with any of these bank's branch if not having one and notify us with the account details along with a proof of copy of passbook or cheque leaf within 15 days of your joining MC.

Signed By: *Jignesh Bhate*

Date: August 25, 2024

DigiSigner Document ID: 27559ea1-be17-4cb7-a56f-c77f94f35452

## Signer

Email: mythili@molecularconnections.com  
IP Address: 2401:4900:1f27:965e:25d8:6145:fab8:ac89

Email: jignesh@molecularconnections.com  
IP Address: 2405:201:d02e:881d:c120:8680:38b4:489

Email: jignesh@molecularconnections.com  
IP Address: 2405:201:d02e:881d:c120:8680:38b4:489

## Signature



Event	User	Time	IP Address
Upload document	hrteam@molecularconnections.com	8/26/24 3:26:02 AM EDT	14.97.52.2
Open document	hrteam@molecularconnections.com	8/26/24 4:38:56 AM EDT	14.97.52.2
Close document	hrteam@molecularconnections.com	8/26/24 4:39:23 AM EDT	14.97.52.2
Send for signing	hrteam@molecularconnections.com	8/26/24 4:39:51 AM EDT	14.97.52.2
Open document	mythili@molecularconnections.com	8/26/24 5:41:45 AM EDT	2401:4900:1f27:965e:25d8:6145:fab8:ac89
Sign document	mythili@molecularconnections.com	8/26/24 5:41:57 AM EDT	2401:4900:1f27:965e:25d8:6145:fab8:ac89
Close document	mythili@molecularconnections.com	8/26/24 5:41:57 AM EDT	2401:4900:1f27:965e:25d8:6145:fab8:ac89
Open document	jignesh@molecularconnections.com	8/26/24 7:34:35 AM EDT	2405:201:d02e:881d:c120:8680:38b4:489
Sign document	jignesh@molecularconnections.com	8/26/24 7:34:47 AM EDT	2405:201:d02e:881d:c120:8680:38b4:489
Close document	jignesh@molecularconnections.com	8/26/24 7:34:47 AM EDT	2405:201:d02e:881d:c120:8680:38b4:489
Open document	arpithahn302@gmail.com	8/26/24 7:40:42 AM EDT	2409:4071:4e35:2c1e::84c8:e302
Open document	arpithahn302@gmail.com	8/26/24 7:40:49 AM EDT	49.44.87.4

September 17, 2024

## LETTER OF APPOINTMENT

**Ms. Bhavani S**  
**#622, 2nd Main,**  
**2<sup>nd</sup> Cross Sharadadevinagar,**  
**Mysuru, Karnataka - 570022**

Dear Ms. Bhavani S,

Molecular Connections Private Limited (the “**Company**”), along with its subsidiaries and group companies, is pleased to offer you employment on the following terms and conditions:

### **1. COMMENCEMENT OF EMPLOYMENT**

- 1.1 You are employed by the Company in the position of **Scientific Analyst** subject to the terms and conditions set forth in this Appointment Letter (“**Letter**”). Your employment with the Company shall commence from **October 07, 2024** and be valid until terminated in accordance with the terms set forth in this Letter (the “**Employment Period**”).
- 1.2 Your appointment with the Company is subject to satisfactory verification of your certificates and testimonials. In the event that such verification reveals any discrepancy in the statement(s) made in your application to the Company, your services are liable to be terminated forthwith without any notice or compensation. Your employment in the Company is also contingent upon your ability to work for the Company without any restriction/s, i.e., you are not bound by any non-compete obligations or any other restrictive clauses with any of your previous employers.
- 1.3 For joining purposes, you shall report to HR Manager of the Company.

### **MOLECULAR CONNECTIONS PVT. LTD.**

Heritage Building, #59/2 Kaderanahalli, 100 Feet Road, Banashankari 2nd Stage, Bangalore – 560 070.  
Ph.: 080 2669 0145 | Email: [info@molecularconnections.com](mailto:info@molecularconnections.com) | [www.molecularconnections.com](http://www.molecularconnections.com)

- 1.4 You shall, during the Employment Period, be diligent and loyal and devote your professional skills, time, energies and best efforts to the performance of your duties and responsibilities in the Company.
- 1.5 During the Employment Period, you shall not engage in any other employment, consulting or other business activity (whether full-time or part-time or paid or unpaid) By signing this Letter, you expressly undertake that you have no contractual commitments or other legal obligations that would prevent you from performing your duties towards the Company, in any manner whatsoever. Any charitable work needs prior permission of the company
- 1.6 You will initially be on probation for a period of six (6) months from the actual date of joining. The probation period may be reduced or extended by the Company at its sole discretion depending upon your performance without providing any reasons. You will be on probation until your successful completion of the probationary period is confirmed in writing.
- 1.7 **MINIMUM SERVICE PERIOD** – You are required to serve the company for a minimum period of **12 months** including your probation period. Please note that if you decide to leave the Organization before completing the minimum service period, the Company would be entitled to recover the training expenses of **INR 25000/- (Rupees Twenty Five Thousand only)** including notice pay from you as discussed and mutually agreed at the time of your selection.
- 1.8 Retirement age is 60 (sixty) years. This can be modified based on the company's discretion, subject to legal protection available to the employee/
- 1.9 During your employment if you remain absent for a continuous period of eight (8) days without leave or without obtaining the reporting manager's approval in writing, your employment will be deemed to have been voluntarily terminated by you without notice or salary in lieu thereof.

## 2. SALARY, BONUSES, ETC.

- 2.1 You will be remunerated for your services as detailed in **Annexure A** appended to this Letter in accordance with Company's customary payroll procedures. The remuneration shall be reviewed from time to time at the discretion of the Company.
- 2.2 The compensation package will be subject to the usual deductions for tax as required under applicable laws.
- 2.3 The compensation package will be subject to adjustment pursuant to the Company's employee compensation policies in effect from time to time, as may be relevant under applicable law.
- 2.4 The compensation package set forth in Section 2.1 includes compensation for all services rendered under this Letter.
- 2.5 As a regular employee of the Company, you will be eligible to participate in regular health insurance and other employee benefit plans in accordance with the policies established and maintained by the Company from time to time.

## 3. DUTIES AND OTHER ACTIVITIES

- 3.1 You shall, in all respects, carry out and use your best endeavors in carrying out the objectives of the Company and protect its interest in all things to the best of your ability and judgment and devote all your time and attention to the business of the Company.
- 3.2 You are not allowed to undertake other work or business-related activities, except with the prior written consent of the Company, irrespective of whether you receive financial compensation for these activities.

## 4. PLACE OF WORK

- 4.1 Your place of work will be at the Company's office in **Bangalore**. The Company may, after giving you reasonable notice, transfer or assign your services to any place of business of the Company or to any of its parent company, subsidiary, group company, strategic partner/customer, etc. where it may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.



- 4.2 The Company may also require you to complete certain duties or assign your services to any associate company, branch office, subsidiary or other companies, concerns, organizations, or firms with whom the Company may make any such arrangement or enter into an agreement. You may also be required to work at any client premises based in India or overseas, as deemed fit by the Company.

## **5. RULES AND REGULATIONS**

- 5.1 In addition to the terms and conditions of employment specifically stated herein, you undertake to 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.
- 5.2 Your employment shall also be governed by statutory laws enacted by Central or State Government or local authorities, as may be applicable, from time to time.

## **6. COMPLIANCE WITH APPLICABLE LAWS**

- 6.1 You agree to comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to your employment with the Company.
- 6.2 Without limiting the generality of the foregoing, you represent and warrant 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 government official, political party, candidate for political office, or public international organization; 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 government official, political party, candidate for political office, or public international organization, for the purpose of obtaining or retaining any business, or to obtain another unfair advantage, in connection with the Company's business
- 6.3 By signing this Letter of Appointment, you consent to the terms and conditions of the Company Policy, as maybe modified by the Company from time to time at its sole discretion.

## 7. TERMINATION OF EMPLOYMENT

- 7.1 At any time during your probation period, the Company may terminate your employment by giving a prior written notice of 30 (thirty) days or salary in lieu thereof.
- 7.2 Upon confirmation of your employment with the Company, the Company may terminate your employment by giving at least three (3) months prior notice in writing or payment in lieu of such notice. In the event you desire to terminate your employment with the Company, you shall have to give a prior written notice of three (3) months to the Company. Company reserves right not to accept Notice amount money in lieu of notice period due to business reasons.
- 7.3 In case you do not serve the complete notice period as required by the Company, then the Company will be under no obligation to issue the relieving documents to you or undertake any other relieving formalities.
- 7.4 Your employment with the company may be terminated by the Company without notice or payment in lieu thereof, in case of breach or non-compliance of the terms, conditions or stipulations contained in this Letter, which would be construed as misconduct, or if you are found guilty of any negligence or other misconduct in connection with or affecting the business or affairs of the Company. Termination of your employment for the reasons stated herein would be without prejudice to:
  - 7.4.1 The Company's right to claim the actual damages it has suffered on account of such breach; and
  - 7.4.2 Any other relief to which the Company may be entitled under contract, law or equity.
- 7.5 **Misconduct will include without limitation:**
  - 7.5.1 Habitual absence from service without prior notice in writing and/ or without sufficient cause;

- 7.5.2 Absence from service without prior notice in writing or without sufficient cause for a period of seven (7) days or more and not rejoining service despite reminder(s) from the Company;
- 7.5.3 Participating in and/ or abetting the conduct of a strike in contravention of any law;
- 7.5.4 Causing damage to the reputation or property of the Company;
- 7.5.5 Breach or non-observance of the terms, conditions or stipulations contained in this Letter;
- 7.5.6 Breach of the confidentiality/secretcy provisions set out in the Non Disclosure of Confidential Information and Invention Assignment Agreement.
- 7.5.7 Any criminal or illegal activity breaking laws or any conviction by a court of law
- 7.6 On termination of your employment, the Company shall not have any further liability towards you other than remuneration, allowances and perquisites that have accrued prior to the effective date of termination of employment.
- 7.7 Immediately upon termination of your employment, you shall return to the Company, all property/ies of the Company heretofore provided to you by the Company, or otherwise in your custody, possession or control.
- 7.8 Notwithstanding any provision of this Letter to the contrary, no termination of your employment for any reason whatsoever, shall in any manner operate to terminate, limit or otherwise affect the Company's ownership of any of the rights, properties, privileges granted to the Company hereunder or under any other agreement executed between you and the Company.
- 7.9 On termination of your employment for any reason whatsoever, you shall fully cooperate and provide all assistance as may be necessary or reasonably required by the Company for handing over your job responsibilities and functions to your successor in a manner that ensures continuity in the administration of the Company's affairs.

7.10 You shall not solicit or take away, directly or indirectly for any reason, any person, entity or business that was, at any time during your employment or at the time of your termination, a customer or prospective customer of the Company or any of its subsidiaries or affiliates.

7.11 You shall not solicit or take away or attempt to solicit or take away, directly or indirectly, any employee of the Company or its subsidiaries or affiliates, either for your own purposes or for any other person or entity.

## 8. GOVERNING LAW AND JURISDICTION

This Letter is governed by and construed in accordance with the laws of India and will be subject to exclusive jurisdiction to the Courts at Bangalore.

## 9. CONFIDENTIALITY

As an employee of the Company, you will have access to certain confidential information of the Company and you may, during the course of your employment, develop certain information or inventions that will be the property of the Company. To protect the interests of the Company, you will be required to sign the Company's standard "**Non Disclosure of Confidential Information and Invention Assignment Agreement**" as a condition of your employment. The Company hereby instructs and directs you not to bring with you any confidential or proprietary material of any former employer or to violate any other obligations you may have towards any former employer.

During your employment with the Company, you agree to not engage in any employment, business or activity that is in any way competitive with the business or proposed business of the Company. You will disclose to the Company in writing any other gainful employment, business or activity that you are currently associated with or participating in that competes with the business of the Company. You will not assist any other person or organization in competing with the Company or in preparing to engage in competition with the business or proposed business of the Company.

You represent by signing this Letter and/ or the Company's Non Disclosure of Confidential Information and Invention Assignment Agreement and commencement of your employment with the Company, that you will not be violating any agreement currently in place between yourself and current or past employers.

We hope that you will accept our offer to join the Company on the terms of this Letter. You may indicate your agreement with these terms and accept this offer by signing and dating the enclosed duplicate original of this Letter and returning the signed copy to the Company. Your employment is contingent on successful completion of background and reference checks and starting work with the Company.

#### **10. NON SOLICITATION AND NON COMPETITION**

During the term of your employment and for a period of three (3) years immediately thereafter, you agree not to solicit any employee, consultant, customer, vendor or independent contractor of the Company for yourself or on behalf of any other business enterprise, nor shall you induce any employee, consultant, customer, vendor or independent contractor associated with the Company to terminate or breach an employment, contractual or other relationship with the Company.

#### **11. INDEMNIFICATION**

You agree to indemnify the Company and its affiliates/subsidiaries, officers, agents, representatives for any losses or damages sustained by the Company and its affiliates/subsidiaries, officers, agents, representatives, which is caused by or related to your employment in the Company or any breach of any of the provisions contained in this Letter and/ or any other formal agreement executed between you and the Company.

#### **12. GENERAL**

This Letter and your employment are personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. However, the Company may assign this Letter, in part or whole, upon written notice to you.

No delay or failure by the Company to exercise any of its powers, rights or remedies under these terms of Employment shall operate as a waiver of such powers, rights or remedies.

If any provision of this Letter is held by any competent authority to be invalid or unenforceable, the validity of other provisions and the remainder of this Letter shall not be affected.

You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Letter and the Non-Disclosure of Confidential Information and Invention Assignment Agreement, are the exclusive and entire understanding between the Company and you relating to the subject matter hereof, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

Yours Sincerely,  
**For Molecular Connections Private Limited**

*Jignesh Bhate*

**Name : Jignesh Bhate**  
**Title : Chief Executive Officer**

I have read and hereby accept the terms and conditions of this Letter of Appointment:

Signature:

Name of the Employee:

Date:

**ANNEXURE - A (TOTAL COMPENSATION & BENEFITS)**

<b>NAME</b>	<b>Ms. Bhavani S</b>	
<b>DESIGNATION</b>	<b>Scientific Analyst</b>	
<b>GRADE</b>	<b>6</b>	
<b>LEVEL</b>	<b>4</b>	
<b>EFFECTIVE DATE</b>	<b>October 07, 2024</b>	
	<b>SALARY COMPONENTS</b>	<b>MONTHLY</b>
		<b>ANNUAL</b>
<b>A.</b>	<b>FIXED COMPONENTS</b>	
	Basic + DA	16300
	HRA	2655
	M. Bonus	3260
<b>B.</b>	<b>RETIREMENT BENEFITS</b>	
	PF (Employer contribution)	1800
	Gratuity Contribution	785
<b>C.</b>	<b>OTHER BENEFITS</b>	
	Mediclaime Insurance Premium	200
	<b>MONTHLY CTC ( A+B+C)</b>	<b>25000</b>
	<b>ANNUAL CTC ( A+B+C)</b>	<b>300000</b>

Your compensation has been structured to facilitate better tax planning and increased savings for you during the financial year. Further, additional employee benefits that you would be eligible for (which are not appearing in the above structure) are explained below:

**(i) Food subsidy:**

The Company would pay for subsidizing the food @ 50% of the cost to be paid by you, if you are availing the lunch supplied at the office cafeteria.

Signed By:

*Jignesh Bhat*

Date: September 16, 2024

Please Note: MC has tie-up only with ICICI and HDFC banks for the salary disbursement for its employees. So, you are expected to open an account with any of these bank's branch if not having one and notify us with the account details along with a proof of copy of passbook or cheque leaf within 15 days of your joining MC.

DigiSigner Document ID: cde1421a-4054-4b89-ac8d-7d5738114510

## Signer

Email: bharat@molecularconnections.com  
IP Address: 103.31.215.138

Email: jignesh@molecularconnections.com  
IP Address: 2401:4900:4e77:497d:c9d1:cde9:7eb0:8e7a

Email: jignesh@molecularconnections.com  
IP Address: 2401:4900:4e77:497d:c9d1:cde9:7eb0:8e7a

## Signature



Event	User	Time	IP Address
Upload document	hrteam@molecularconnections.com	9/17/24 2:03:25 AM EDT	14.97.52.2
Open document	hrteam@molecularconnections.com	9/17/24 2:03:33 AM EDT	14.97.52.2
Close document	hrteam@molecularconnections.com	9/17/24 2:04:00 AM EDT	14.97.52.2
Send for signing	hrteam@molecularconnections.com	9/17/24 2:04:33 AM EDT	14.97.52.2
Open document	bharat@molecularconnections.com	9/17/24 2:37:25 AM EDT	103.31.215.138
Sign document	bharat@molecularconnections.com	9/17/24 2:38:02 AM EDT	103.31.215.138
Close document	bharat@molecularconnections.com	9/17/24 2:38:02 AM EDT	103.31.215.138
Open document	jignesh@molecularconnections.com	9/17/24 2:41:46 AM EDT	2401:4900:4e77:497d:c9d1:cde9:7eb0:8e7a
Sign document	jignesh@molecularconnections.com	9/17/24 2:42:06 AM EDT	2401:4900:4e77:497d:c9d1:cde9:7eb0:8e7a
Close document	jignesh@molecularconnections.com	9/17/24 2:42:06 AM EDT	2401:4900:4e77:497d:c9d1:cde9:7eb0:8e7a
Open document	bhavanisrao2001@gmail.com	9/17/24 8:15:18 AM EDT	2401:4900:9026:ca0c:d81d:3304:8a4f:910d



August 25, 2024

## LETTER OF APPOINTMENT

**Ms. Bhoomika T U**  
**Chowdeshwary Colony,**  
**4th Cross, Behind Begureyanna Street,**  
**Tarikere, Chikkamangalore,**  
**Karnataka - 577228**

Dear Ms. Bhoomika T U,

Molecular Connections Private Limited (the “**Company**”), along with its subsidiaries and group companies, is pleased to offer you employment on the following terms and conditions:

### **1. COMMENCEMENT OF EMPLOYMENT**

- 1.1 You are employed by the Company in the position of **Scientific Analyst** subject to the terms and conditions set forth in this Appointment Letter (“**Letter**”). Your employment with the Company shall commence from **September 02, 2024** and be valid until terminated in accordance with the terms set forth in this Letter (the “**Employment Period**”).
- 1.2 Your appointment with the Company is subject to satisfactory verification of your certificates and testimonials. In the event that such verification reveals any discrepancy in the statement(s) made in your application to the Company, your services are liable to be terminated forthwith without any notice or compensation. Your employment in the Company is also contingent upon your ability to work for the Company without any restriction/s, i.e., you are not bound by any non-compete obligations or any other restrictive clauses with any of your previous employers.
- 1.3 For joining purposes, you shall report to HR Manager of the Company.

### **MOLECULAR CONNECTIONS PVT. LTD.**

Heritage Building, #59/2 Kaderanahalli, 100 Feet Road, Banashankari 2nd Stage, Bangalore – 560 070.

Ph.: 080 2669 0145 | Email: [info@molecularconnections.com](mailto:info@molecularconnections.com) | [www.molecularconnections.com](http://www.molecularconnections.com)

- 1.4 You shall, during the Employment Period, be diligent and loyal and devote your professional skills, time, energies and best efforts to the performance of your duties and responsibilities in the Company.
- 1.5 During the Employment Period, you shall not engage in any other employment, consulting or other business activity (whether full-time or part-time or paid or unpaid) By signing this Letter, you expressly undertake that you have no contractual commitments or other legal obligations that would prevent you from performing your duties towards the Company, in any manner whatsoever. Any charitable work needs prior permission of the company
- 1.6 You will initially be on probation for a period of six (6) months from the actual date of joining. The probation period may be reduced or extended by the Company at its sole discretion depending upon your performance without providing any reasons. You will be on probation until your successful completion of the probationary period is confirmed in writing.
- 1.7 **MINIMUM SERVICE PERIOD** – You are required to serve the company for a minimum period of **12 months** including your probation period. Please note that if you decide to leave the Organization before completing the minimum service period, the Company would be entitled to recover the training expenses of **INR 25000/- (Rupees Twenty Five Thousand only)** including notice pay from you as discussed and mutually agreed at the time of your selection.
- 1.8 Retirement age is 60 (sixty) years. This can be modified based on the company's discretion, subject to legal protection available to the employee/
- 1.9 During your employment if you remain absent for a continuous period of eight (8) days without leave or without obtaining the reporting manager's approval in writing, your employment will be deemed to have been voluntarily terminated by you without notice or salary in lieu thereof.

## 2. SALARY, BONUSES, ETC.

- 2.1 You will be remunerated for your services as detailed in **Annexure A** appended to this Letter in accordance with Company's customary payroll procedures. The remuneration shall be reviewed from time to time at the discretion of the Company.
- 2.2 The compensation package will be subject to the usual deductions for tax as required under applicable laws.
- 2.3 The compensation package will be subject to adjustment pursuant to the Company's employee compensation policies in effect from time to time, as may be relevant under applicable law.
- 2.4 The compensation package set forth in Section 2.1 includes compensation for all services rendered under this Letter.
- 2.5 As a regular employee of the Company, you will be eligible to participate in regular health insurance and other employee benefit plans in accordance with the policies established and maintained by the Company from time to time.

## 3. DUTIES AND OTHER ACTIVITIES

- 3.1 You shall, in all respects, carry out and use your best endeavors in carrying out the objectives of the Company and protect its interest in all things to the best of your ability and judgment and devote all your time and attention to the business of the Company.
- 3.2 You are not allowed to undertake other work or business-related activities, except with the prior written consent of the Company, irrespective of whether you receive financial compensation for these activities.

## 4. PLACE OF WORK

- 4.1 Your place of work will be at the Company's office in **Bangalore**. The Company may, after giving you reasonable notice, transfer or assign your services to any place of business of the Company or to any of its parent company, subsidiary, group company, strategic partner/customer, etc. where it may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.

- 4.2 The Company may also require you to complete certain duties or assign your services to any associate company, branch office, subsidiary or other companies, concerns, organizations, or firms with whom the Company may make any such arrangement or enter into an agreement. You may also be required to work at any client premises based in India or overseas, as deemed fit by the Company.

## **5. RULES AND REGULATIONS**

- 5.1 In addition to the terms and conditions of employment specifically stated herein, you undertake to 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.
- 5.2 Your employment shall also be governed by statutory laws enacted by Central or State Government or local authorities, as may be applicable, from time to time.

## **6. COMPLIANCE WITH APPLICABLE LAWS**

- 6.1 You agree to comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to your employment with the Company.
- 6.2 Without limiting the generality of the foregoing, you represent and warrant 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 government official, political party, candidate for political office, or public international organization; 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 government official, political party, candidate for political office, or public international organization, for the purpose of obtaining or retaining any business, or to obtain another unfair advantage, in connection with the Company's business
- 6.3 By signing this Letter of Appointment, you consent to the terms and conditions of the Company Policy, as maybe modified by the Company from time to time at its sole discretion.

## 7. TERMINATION OF EMPLOYMENT

- 7.1 At any time during your probation period, the Company may terminate your employment by giving a prior written notice of 30 (thirty) days or salary in lieu thereof.
- 7.2 Upon confirmation of your employment with the Company, the Company may terminate your employment by giving at least three (3) months prior notice in writing or payment in lieu of such notice. In the event you desire to terminate your employment with the Company, you shall have to give a prior written notice of three (3) months to the Company. Company reserves right not to accept Notice amount money in lieu of notice period due to business reasons.
- 7.3 In case you do not serve the complete notice period as required by the Company, then the Company will be under no obligation to issue the relieving documents to you or undertake any other relieving formalities.
- 7.4 Your employment with the company may be terminated by the Company without notice or payment in lieu thereof, in case of breach or non-compliance of the terms, conditions or stipulations contained in this Letter, which would be construed as misconduct, or if you are found guilty of any negligence or other misconduct in connection with or affecting the business or affairs of the Company. Termination of your employment for the reasons stated herein would be without prejudice to:
  - 7.4.1 The Company's right to claim the actual damages it has suffered on account of such breach; and
  - 7.4.2 Any other relief to which the Company may be entitled under contract, law or equity.
- 7.5 **Misconduct will include without limitation:**
  - 7.5.1 Habitual absence from service without prior notice in writing and/ or without sufficient cause;

- 7.5.2 Absence from service without prior notice in writing or without sufficient cause for a period of seven (7) days or more and not rejoining service despite reminder(s) from the Company;
- 7.5.3 Participating in and/ or abetting the conduct of a strike in contravention of any law;
- 7.5.4 Causing damage to the reputation or property of the Company;
- 7.5.5 Breach or non-observance of the terms, conditions or stipulations contained in this Letter;
- 7.5.6 Breach of the confidentiality/secretcy provisions set out in the Non Disclosure of Confidential Information and Invention Assignment Agreement.
- 7.5.7 Any criminal or illegal activity breaking laws or any conviction by a court of law
- 7.6 On termination of your employment, the Company shall not have any further liability towards you other than remuneration, allowances and perquisites that have accrued prior to the effective date of termination of employment.
- 7.7 Immediately upon termination of your employment, you shall return to the Company, all property/ies of the Company heretofore provided to you by the Company, or otherwise in your custody, possession or control.
- 7.8 Notwithstanding any provision of this Letter to the contrary, no termination of your employment for any reason whatsoever, shall in any manner operate to terminate, limit or otherwise affect the Company's ownership of any of the rights, properties, privileges granted to the Company hereunder or under any other agreement executed between you and the Company.
- 7.9 On termination of your employment for any reason whatsoever, you shall fully cooperate and provide all assistance as may be necessary or reasonably required by the Company for handing over your job responsibilities and functions to your successor in a manner that ensures continuity in the administration of the Company's affairs.

7.10 You shall not solicit or take away, directly or indirectly for any reason, any person, entity or business that was, at any time during your employment or at the time of your termination, a customer or prospective customer of the Company or any of its subsidiaries or affiliates.

7.11 You shall not solicit or take away or attempt to solicit or take away, directly or indirectly, any employee of the Company or its subsidiaries or affiliates, either for your own purposes or for any other person or entity.

## 8. GOVERNING LAW AND JURISDICTION

This Letter is governed by and construed in accordance with the laws of India and will be subject to exclusive jurisdiction to the Courts at Bangalore.

## 9. CONFIDENTIALITY

As an employee of the Company, you will have access to certain confidential information of the Company and you may, during the course of your employment, develop certain information or inventions that will be the property of the Company. To protect the interests of the Company, you will be required to sign the Company's standard "**Non Disclosure of Confidential Information and Invention Assignment Agreement**" as a condition of your employment. The Company hereby instructs and directs you not to bring with you any confidential or proprietary material of any former employer or to violate any other obligations you may have towards any former employer.

During your employment with the Company, you agree to not engage in any employment, business or activity that is in any way competitive with the business or proposed business of the Company. You will disclose to the Company in writing any other gainful employment, business or activity that you are currently associated with or participating in that competes with the business of the Company. You will not assist any other person or organization in competing with the Company or in preparing to engage in competition with the business or proposed business of the Company.

You represent by signing this Letter and/ or the Company's Non Disclosure of Confidential Information and Invention Assignment Agreement and commencement of your employment with the Company, that you will not be violating any agreement currently in place between yourself and current or past employers.

We hope that you will accept our offer to join the Company on the terms of this Letter. You may indicate your agreement with these terms and accept this offer by signing and dating the enclosed duplicate original of this Letter and returning the signed copy to the Company. Your employment is contingent on successful completion of background and reference checks and starting work with the Company.

#### **10. NON SOLICITATION AND NON COMPETITION**

During the term of your employment and for a period of three (3) years immediately thereafter, you agree not to solicit any employee, consultant, customer, vendor or independent contractor of the Company for yourself or on behalf of any other business enterprise, nor shall you induce any employee, consultant, customer, vendor or independent contractor associated with the Company to terminate or breach an employment, contractual or other relationship with the Company.

#### **11. INDEMNIFICATION**

You agree to indemnify the Company and its affiliates/subsidiaries, officers, agents, representatives for any losses or damages sustained by the Company and its affiliates/subsidiaries, officers, agents, representatives, which is caused by or related to your employment in the Company or any breach of any of the provisions contained in this Letter and/ or any other formal agreement executed between you and the Company.

#### **12. GENERAL**

This Letter and your employment are personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. However, the Company may assign this Letter, in part or whole, upon written notice to you.

No delay or failure by the Company to exercise any of its powers, rights or remedies under these terms of Employment shall operate as a waiver of such powers, rights or remedies.



If any provision of this Letter is held by any competent authority to be invalid or unenforceable, the validity of other provisions and the remainder of this Letter shall not be affected.

You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Letter and the Non-Disclosure of Confidential Information and Invention Assignment Agreement, are the exclusive and entire understanding between the Company and you relating to the subject matter hereof, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

Yours Sincerely,  
**For Molecular Connections Private Limited**

*Jignesh Bhate*

**Name : Jignesh Bhate**  
**Title : Chief Executive Officer**

I have read and hereby accept the terms and conditions of this Letter of Appointment:

Signature:

Name of the Employee:

Date:

**ANNEXURE - A (TOTAL COMPENSATION & BENEFITS)**

<b>NAME</b>	<b>Ms. Bhoomika T U</b>	
<b>DESIGNATION</b>	<b>Scientific Analyst</b>	
<b>GRADE</b>	<b>7</b>	
<b>LEVEL</b>	<b>2</b>	
<b>EFFECTIVE DATE</b>	<b>September 02, 2024</b>	
<b>SALARY COMPONENTS</b>		
	<b>MONTHLY</b>	<b>ANNUAL</b>
<b>A.</b>	<b>FIXED COMPONENTS</b>	
	Basic + DA	195600
	M Bonus	39120
<b>B.</b>	<b>RETIREMENT BENEFITS</b>	
	PF (Employer contribution)	21600
	Gratuity Contribution	9420
<b>C.</b>	<b>OTHER BENEFITS</b>	
	ESIC ( Employer contribution)	7632
	<b>MONTHLY CTC ( A+B+C)</b>	<b>22781</b>
	<b>ANNUAL CTC ( A+B+C)</b>	<b>273372</b>

Your compensation has been structured to facilitate better tax planning and increased savings for you during the financial year. Further, additional employee benefits that you would be eligible for (which are not appearing in the above structure) are explained below:

**(i) Food subsidy:**

The Company would pay for subsidizing the food @ 50% of the cost to be paid by you, if you are availing the lunch supplied at the office cafeteria.

Please Note: MC has tie-up only with ICICI and HDFC banks for the salary disbursement for its employees. So, you are expected to open an account with any of these bank's branch if not having one and notify us with the account details along with a proof of copy of passbook or cheque leaf within 15 days of your joining MC.

Signed By: *Jignesh Bhate*

Date: August 25, 2024

DigiSigner Document ID: 88e76574-9602-4a24-82e0-0254cefc2ba0

## Signer

Email: mythili@molecularconnections.com  
IP Address: 2401:4900:1f27:965e:25d8:6145:fab8:ac89

Email: jignesh@molecularconnections.com  
IP Address: 2405:201:d02e:881d:c120:8680:38b4:489

Email: jignesh@molecularconnections.com  
IP Address: 2405:201:d02e:881d:c120:8680:38b4:489

## Signature

M.S. Mythili

Jignesh Bhate

Jignesh Bhate

Event	User	Time	IP Address
Upload document	hrteam@molecularconnections.com	26/08/24 3:35:50 AM	14.97.52.2
Open document	hrteam@molecularconnections.com	26/08/24 4:40:50 AM	14.97.52.2
Close document	hrteam@molecularconnections.com	26/08/24 4:41:15 AM	14.97.52.2
Send for signing	hrteam@molecularconnections.com	26/08/24 4:41:37 AM	14.97.52.2
Open document	mythili@molecularconnections.com	26/08/24 4:43:47 AM	2401:4900:1f27:965e:25d8:6145:fab8:ac89
Sign document	mythili@molecularconnections.com	26/08/24 4:43:57 AM	2401:4900:1f27:965e:25d8:6145:fab8:ac89
Close document	mythili@molecularconnections.com	26/08/24 4:43:57 AM	2401:4900:1f27:965e:25d8:6145:fab8:ac89
Open document	jignesh@molecularconnections.com	26/08/24 6:24:54 AM	2405:201:d02e:881d:c120:8680:38b4:489
Sign document	jignesh@molecularconnections.com	26/08/24 6:25:12 AM	2405:201:d02e:881d:c120:8680:38b4:489
Close document	jignesh@molecularconnections.com	26/08/24 6:25:12 AM	2405:201:d02e:881d:c120:8680:38b4:489
Open document	bhoomitu58@gmail.com	26/08/24 6:30:17 AM	2401:4900:4bc0:33ff:1:0:a3d7:1af7
Download document	bhoomitu58@gmail.com	26/08/24 6:30:49 AM	2401:4900:4bc0:33ff:1:0:a3d7:1af7

September 17, 2024

## LETTER OF APPOINTMENT

**Ms. Deepika Venkatesh Shet**  
**Shri Bramhalingeswara Nilaya,**  
**Sai Shraddha Colony, Bhagyanagar,**  
**Belagavi - 590006**

Dear Ms. Deepika Venkatesh Shet,

Molecular Connections Private Limited (the “**Company**”), along with its subsidiaries and group companies, is pleased to offer you employment on the following terms and conditions:

### **1. COMMENCEMENT OF EMPLOYMENT**

- 1.1 You are employed by the Company in the position of **Scientific Analyst** subject to the terms and conditions set forth in this Appointment Letter (“**Letter**”). Your employment with the Company shall commence from **October 07, 2024** and be valid until terminated in accordance with the terms set forth in this Letter (the “**Employment Period**”).
- 1.2 Your appointment with the Company is subject to satisfactory verification of your certificates and testimonials. In the event that such verification reveals any discrepancy in the statement(s) made in your application to the Company, your services are liable to be terminated forthwith without any notice or compensation. Your employment in the Company is also contingent upon your ability to work for the Company without any restriction/s, i.e., you are not bound by any non-compete obligations or any other restrictive clauses with any of your previous employers.
- 1.3 For joining purposes, you shall report to HR Manager of the Company.

### **MOLECULAR CONNECTIONS PVT. LTD.**

Heritage Building, #59/2 Kaderanahalli, 100 Feet Road, Banashankari 2nd Stage, Bangalore – 560 070.  
Ph.: 080 2669 0145 | Email: [info@molecularconnections.com](mailto:info@molecularconnections.com) | [www.molecularconnections.com](http://www.molecularconnections.com)

- 1.4 You shall, during the Employment Period, be diligent and loyal and devote your professional skills, time, energies and best efforts to the performance of your duties and responsibilities in the Company.
- 1.5 During the Employment Period, you shall not engage in any other employment, consulting or other business activity (whether full-time or part-time or paid or unpaid) By signing this Letter, you expressly undertake that you have no contractual commitments or other legal obligations that would prevent you from performing your duties towards the Company, in any manner whatsoever. Any charitable work needs prior permission of the company
- 1.6 You will initially be on probation for a period of six (6) months from the actual date of joining. The probation period may be reduced or extended by the Company at its sole discretion depending upon your performance without providing any reasons. You will be on probation until your successful completion of the probationary period is confirmed in writing.
- 1.7 **MINIMUM SERVICE PERIOD** – You are required to serve the company for a minimum period of **12 months** including your probation period. Please note that if you decide to leave the Organization before completing the minimum service period, the Company would be entitled to recover the training expenses of **INR 25000/- (Rupees Twenty Five Thousand only)** including notice pay from you as discussed and mutually agreed at the time of your selection.
- 1.8 Retirement age is 60 (sixty) years. This can be modified based on the company's discretion, subject to legal protection available to the employee/
- 1.9 During your employment if you remain absent for a continuous period of eight (8) days without leave or without obtaining the reporting manager's approval in writing, your employment will be deemed to have been voluntarily terminated by you without notice or salary in lieu thereof.

## 2. SALARY, BONUSES, ETC.

- 2.1 You will be remunerated for your services as detailed in **Annexure A** appended to this Letter in accordance with Company's customary payroll procedures. The remuneration shall be reviewed from time to time at the discretion of the Company.
- 2.2 The compensation package will be subject to the usual deductions for tax as required under applicable laws.
- 2.3 The compensation package will be subject to adjustment pursuant to the Company's employee compensation policies in effect from time to time, as may be relevant under applicable law.
- 2.4 The compensation package set forth in Section 2.1 includes compensation for all services rendered under this Letter.
- 2.5 As a regular employee of the Company, you will be eligible to participate in regular health insurance and other employee benefit plans in accordance with the policies established and maintained by the Company from time to time.

## 3. DUTIES AND OTHER ACTIVITIES

- 3.1 You shall, in all respects, carry out and use your best endeavors in carrying out the objectives of the Company and protect its interest in all things to the best of your ability and judgment and devote all your time and attention to the business of the Company.
- 3.2 You are not allowed to undertake other work or business-related activities, except with the prior written consent of the Company, irrespective of whether you receive financial compensation for these activities.

## 4. PLACE OF WORK

- 4.1 Your place of work will be at the Company's office in **Bangalore**. The Company may, after giving you reasonable notice, transfer or assign your services to any place of business of the Company or to any of its parent company, subsidiary, group company, strategic partner/customer, etc. where it may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.

- 4.2 The Company may also require you to complete certain duties or assign your services to any associate company, branch office, subsidiary or other companies, concerns, organizations, or firms with whom the Company may make any such arrangement or enter into an agreement. You may also be required to work at any client premises based in India or overseas, as deemed fit by the Company.

## **5. RULES AND REGULATIONS**

- 5.1 In addition to the terms and conditions of employment specifically stated herein, you undertake to 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.
- 5.2 Your employment shall also be governed by statutory laws enacted by Central or State Government or local authorities, as may be applicable, from time to time.

## **6. COMPLIANCE WITH APPLICABLE LAWS**

- 6.1 You agree to comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to your employment with the Company.
- 6.2 Without limiting the generality of the foregoing, you represent and warrant 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 government official, political party, candidate for political office, or public international organization; 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 government official, political party, candidate for political office, or public international organization, for the purpose of obtaining or retaining any business, or to obtain another unfair advantage, in connection with the Company's business
- 6.3 By signing this Letter of Appointment, you consent to the terms and conditions of the Company Policy, as maybe modified by the Company from time to time at its sole discretion.

## 7. TERMINATION OF EMPLOYMENT

- 7.1 At any time during your probation period, the Company may terminate your employment by giving a prior written notice of 30 (thirty) days or salary in lieu thereof.
- 7.2 Upon confirmation of your employment with the Company, the Company may terminate your employment by giving at least three (3) months prior notice in writing or payment in lieu of such notice. In the event you desire to terminate your employment with the Company, you shall have to give a prior written notice of three (3) months to the Company. Company reserves right not to accept Notice amount money in lieu of notice period due to business reasons.
- 7.3 In case you do not serve the complete notice period as required by the Company, then the Company will be under no obligation to issue the relieving documents to you or undertake any other relieving formalities.
- 7.4 Your employment with the company may be terminated by the Company without notice or payment in lieu thereof, in case of breach or non-compliance of the terms, conditions or stipulations contained in this Letter, which would be construed as misconduct, or if you are found guilty of any negligence or other misconduct in connection with or affecting the business or affairs of the Company. Termination of your employment for the reasons stated herein would be without prejudice to:
  - 7.4.1 The Company's right to claim the actual damages it has suffered on account of such breach; and
  - 7.4.2 Any other relief to which the Company may be entitled under contract, law or equity.
- 7.5 **Misconduct will include without limitation:**
  - 7.5.1 Habitual absence from service without prior notice in writing and/ or without sufficient cause;



- 7.5.2 Absence from service without prior notice in writing or without sufficient cause for a period of seven (7) days or more and not rejoining service despite reminder(s) from the Company;
- 7.5.3 Participating in and/ or abetting the conduct of a strike in contravention of any law;
- 7.5.4 Causing damage to the reputation or property of the Company;
- 7.5.5 Breach or non-observance of the terms, conditions or stipulations contained in this Letter;
- 7.5.6 Breach of the confidentiality/secretcy provisions set out in the Non Disclosure of Confidential Information and Invention Assignment Agreement.
- 7.5.7 Any criminal or illegal activity breaking laws or any conviction by a court of law
- 7.6 On termination of your employment, the Company shall not have any further liability towards you other than remuneration, allowances and perquisites that have accrued prior to the effective date of termination of employment.
- 7.7 Immediately upon termination of your employment, you shall return to the Company, all property/ies of the Company heretofore provided to you by the Company, or otherwise in your custody, possession or control.
- 7.8 Notwithstanding any provision of this Letter to the contrary, no termination of your employment for any reason whatsoever, shall in any manner operate to terminate, limit or otherwise affect the Company's ownership of any of the rights, properties, privileges granted to the Company hereunder or under any other agreement executed between you and the Company.
- 7.9 On termination of your employment for any reason whatsoever, you shall fully cooperate and provide all assistance as may be necessary or reasonably required by the Company for handing over your job responsibilities and functions to your successor in a manner that ensures continuity in the administration of the Company's affairs.

7.10 You shall not solicit or take away, directly or indirectly for any reason, any person, entity or business that was, at any time during your employment or at the time of your termination, a customer or prospective customer of the Company or any of its subsidiaries or affiliates.

7.11 You shall not solicit or take away or attempt to solicit or take away, directly or indirectly, any employee of the Company or its subsidiaries or affiliates, either for your own purposes or for any other person or entity.

## 8. GOVERNING LAW AND JURISDICTION

This Letter is governed by and construed in accordance with the laws of India and will be subject to exclusive jurisdiction to the Courts at Bangalore.

## 9. CONFIDENTIALITY

As an employee of the Company, you will have access to certain confidential information of the Company and you may, during the course of your employment, develop certain information or inventions that will be the property of the Company. To protect the interests of the Company, you will be required to sign the Company's standard "**Non Disclosure of Confidential Information and Invention Assignment Agreement**" as a condition of your employment. The Company hereby instructs and directs you not to bring with you any confidential or proprietary material of any former employer or to violate any other obligations you may have towards any former employer.

During your employment with the Company, you agree to not engage in any employment, business or activity that is in any way competitive with the business or proposed business of the Company. You will disclose to the Company in writing any other gainful employment, business or activity that you are currently associated with or participating in that competes with the business of the Company. You will not assist any other person or organization in competing with the Company or in preparing to engage in competition with the business or proposed business of the Company.

You represent by signing this Letter and/ or the Company's Non Disclosure of Confidential Information and Invention Assignment Agreement and commencement of your employment with the Company, that you will not be violating any agreement currently in place between yourself and current or past employers.

We hope that you will accept our offer to join the Company on the terms of this Letter. You may indicate your agreement with these terms and accept this offer by signing and dating the enclosed duplicate original of this Letter and returning the signed copy to the Company. Your employment is contingent on successful completion of background and reference checks and starting work with the Company.

#### **10. NON SOLICITATION AND NON COMPETITION**

During the term of your employment and for a period of three (3) years immediately thereafter, you agree not to solicit any employee, consultant, customer, vendor or independent contractor of the Company for yourself or on behalf of any other business enterprise, nor shall you induce any employee, consultant, customer, vendor or independent contractor associated with the Company to terminate or breach an employment, contractual or other relationship with the Company.

#### **11. INDEMNIFICATION**

You agree to indemnify the Company and its affiliates/subsidiaries, officers, agents, representatives for any losses or damages sustained by the Company and its affiliates/subsidiaries, officers, agents, representatives, which is caused by or related to your employment in the Company or any breach of any of the provisions contained in this Letter and/ or any other formal agreement executed between you and the Company.

#### **12. GENERAL**

This Letter and your employment are personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. However, the Company may assign this Letter, in part or whole, upon written notice to you.

No delay or failure by the Company to exercise any of its powers, rights or remedies under these terms of Employment shall operate as a waiver of such powers, rights or remedies.

If any provision of this Letter is held by any competent authority to be invalid or unenforceable, the validity of other provisions and the remainder of this Letter shall not be affected.


You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Letter and the Non-Disclosure of Confidential Information and Invention Assignment Agreement, are the exclusive and entire understanding between the Company and you relating to the subject matter hereof, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

Yours Sincerely,  
**For Molecular Connections Private Limited**

*Jignesh Bhate*  
**Name : Jignesh Bhate**  
**Title : Chief Executive Officer**

I have read and hereby accept the terms and conditions of this Letter of Appointment:

Signature: 

Name of the Employee: Deepika Venkatesh Shet

Date: 17/09/2024

**ANNEXURE - A (TOTAL COMPENSATION & BENEFITS)**

<b>NAME</b>	<b>Ms. Deepika Venkatesh Shet</b>	
<b>DESIGNATION</b>	<b>Scientific Analyst</b>	
<b>GRADE</b>	<b>6</b>	
<b>LEVEL</b>	<b>4</b>	
<b>EFFECTIVE DATE</b>	<b>October 07, 2024</b>	
	<b>SALARY COMPONENTS</b>	<b>MONTHLY</b>
		<b>ANNUAL</b>
<b>A.</b>	<b>FIXED COMPONENTS</b>	
	Basic + DA	16300
	HRA	2655
	M. Bonus	3260
<b>B.</b>	<b>RETIREMENT BENEFITS</b>	
	PF (Employer contribution)	1800
	Gratuity Contribution	785
<b>C.</b>	<b>OTHER BENEFITS</b>	
	Mediclin Insurance Premium	200
	<b>MONTHLY CTC ( A+B+C)</b>	<b>25000</b>
	<b>ANNUAL CTC ( A+B+C)</b>	<b>300000</b>

Your compensation has been structured to facilitate better tax planning and increased savings for you during the financial year. Further, additional employee benefits that you would be eligible for (which are not appearing in the above structure) are explained below:

**(i) Food subsidy:**

The Company would pay for subsidizing the food @ 50% of the cost to be paid by you, if you are availing the lunch supplied at the office cafeteria.

Signed By:

*Jignesh Bhate*

Date: September 16, 2024

Please Note: MC has tie-up only with ICICI and HDFC banks for the salary disbursement for its employees. So, you are expected to open an account with any of these bank's branch if not having one and notify us with the account details along with a proof of copy of passbook or cheque leaf within 15 days of your joining MC.

Bharat



DigiSigner Document ID: 3c8d51bb-b8ea-4d81-878d-828f37b509f2

## Signer

Email: bharat@molecularconnections.com  
IP Address: 103.31.215.138

Email: jignesh@molecularconnections.com  
IP Address: 2401:4900:4e77:497d:c9d1:cde9:7eb0:8e7a

Email: jignesh@molecularconnections.com  
IP Address: 2401:4900:4e77:497d:c9d1:cde9:7eb0:8e7a

Email: shetdeepika05@gmail.com  
IP Address: 2401:4900:4991:518d:a9c:1baa:5cd:be21

Email: shetdeepika05@gmail.com  
IP Address: 2401:4900:4991:518d:a9c:1baa:5cd:be21

## Signature






Event	User	Time	IP Address
Upload document	hrteam@molecularconnections.com	17/09/24 02:03:31 EDT	14.97.52.2
Open document	hrteam@molecularconnections.com	17/09/24 02:04:37 EDT	14.97.52.2
Close document	hrteam@molecularconnections.com	17/09/24 02:05:04 EDT	14.97.52.2
Send for signing	hrteam@molecularconnections.com	17/09/24 02:05:33 EDT	14.97.52.2
Open document	bharat@molecularconnections.com	17/09/24 02:38:13 EDT	103.31.215.138
Sign document	bharat@molecularconnections.com	17/09/24 02:38:46 EDT	103.31.215.138
Close document	bharat@molecularconnections.com	17/09/24 02:38:46 EDT	103.31.215.138
Open document	jignesh@molecularconnections.com	17/09/24 02:41:11 EDT	2401:4900:4e77:497d:c9d1:cde9:7eb0:8e7a
Sign document	jignesh@molecularconnections.com	17/09/24 02:41:33 EDT	2401:4900:4e77:497d:c9d1:cde9:7eb0:8e7a
Close document	jignesh@molecularconnections.com	17/09/24 02:41:33 EDT	2401:4900:4e77:497d:c9d1:cde9:7eb0:8e7a
Open document	shetdeepika05@gmail.com	17/09/24 03:16:28 EDT	2401:4900:4991:518d:b805:b587:e9d1:cb1e
Open document	shetdeepika05@gmail.com	17/09/24 03:26:56 EDT	103.113.67.133
Open document	shetdeepika05@gmail.com	17/09/24 03:28:44 EDT	2401:4900:4991:518d:b805:b587:e9d1:cb1e

Open document	shetdeepika05@gmail.com	17/09/24 03:29:32 EDT	2401:4900:4991:518d:b805:b587:e9d1:cb1e
Open document	shetdeepika05@gmail.com	17/09/24 03:33:28 EDT	49.44.85.234
Open document	shetdeepika05@gmail.com	17/09/24 04:42:55 EDT	43.224.129.132
Open document	shetdeepika05@gmail.com	17/09/24 05:00:28 EDT	2401:4900:4991:518d:a9c:1b aa:5cd:be21
Sign document	shetdeepika05@gmail.com	17/09/24 05:05:46 EDT	2401:4900:4991:518d:a9c:1b aa:5cd:be21
Close document	shetdeepika05@gmail.com	17/09/24 05:05:46 EDT	2401:4900:4991:518d:a9c:1b aa:5cd:be21

March 19, 2024

## **LETTER OF APPOINTMENT – REMOTE EMPLOYMENT**

**Ms. Divyashree H K,  
#838/2 Coconut Garden, 3<sup>rd</sup> Cross  
Girish Nilaya, T Dasarahalli, Bangalore**

**Dear Ms. Divyashree H K,**

Molecular Connections Private Limited (the “**Company**”), along with its subsidiaries and group companies, is pleased to offer you employment on the following terms and conditions:

### **1. COMMENCEMENT OF EMPLOYMENT**

- 1.1 You will be employed by the Company on remote working basis (REMOTE EMPLOYEE) in the position of **Scientific Analyst** subject to the terms and conditions set forth in this Appointment Letter (“**Letter**”). Your employment with the Company shall commence from **March 23, 2024** and be valid until terminated in accordance with the terms set forth in this Letter (the “**Employment Period**”).
- 1.2 Your appointment as a REMOTE EMPLOYEE of the Company is subject to satisfactory verification of your certificates and testimonials. In the event that such verification reveals any discrepancy in the statement(s) made in your application to the Company, your services are liable to be terminated forthwith without any notice or compensation. Your employment in the Company is also contingent upon your ability to work for the Company without any restriction/s, i.e., you are not bound by any non-compete obligations or any other restrictive clauses with any of your previous employers.
- 1.3 For joining purposes, you shall report to HR Manager of the Company.

### **MOLECULAR CONNECTIONS PVT. LTD.**

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- 1.4 You shall, during the Employment Period, be diligent and loyal and devote your professional skills, time, energies and best efforts to the performance of your duties and responsibilities in the Company.
- 1.5 During the Employment Period, you shall not engage in any other employment, consulting or other business activity (whether full-time or part-time or paid or unpaid) By signing this Letter, you expressly undertake that you have no contractual commitments or other legal obligations that would prevent you from performing your duties towards the Company, in any manner whatsoever. Any charitable work needs prior permission of the company
- 1.6 You will initially be on probation for a period of six (6) months from the actual date of joining. The probation period may be reduced or extended by the Company at its sole discretion depending upon your performance without providing any reasons. You will be on probation until your successful completion of the probationary period is confirmed in writing.
- 1.7 **MINIMUM SERVICE PERIOD** – You are required to serve the company for a minimum period of **12 months** including your probation period. Please note that if you decide to leave the Organization before completing the minimum service period, the Company would be entitled to recover the training expenses of **INR 25000/- (Rupees Twenty Five Thousand Only)** including notice pay from you as discussed and mutually agreed at the time of your selection.
- 1.8 Retirement age is 60 (sixty) years. This can be modified based on the company's discretion, subject to legal protection available to the employee.
- 1.9 During your employment if you remain absent for a continuous period of eight (8) days without leave or without obtaining the reporting manager's approval in writing, your employment will be deemed to have been voluntarily terminated by you without notice or salary in lieu thereof.

## 2. SALARY, BONUSES, ETC.

- 2.1 You will be remunerated for your services as detailed in **Annexure - 1** appended to this Letter in accordance with Company's customary payroll procedures. The remuneration shall be reviewed from time to time at the discretion of the Company.
- 2.2 The compensation package will be subject to the usual deductions for tax as required under applicable laws.
- 2.3 The compensation package will be subject to adjustment pursuant to the Company's employee compensation policies in effect from time to time, as may be relevant under applicable law.

- 2.4 The compensation package set forth in Section 2.1 includes compensation for all services rendered under this Letter.
- 2.5 As a regular employee of the Company, you will be eligible to participate in regular health insurance and other employee benefit plans in accordance with the policies established and maintained by the Company from time to time.

### 3. DUTIES AND OTHER ACTIVITIES

- 3.1 You shall, in all respects, carry out and use your best endeavors in carrying out the objectives of the Company and protect its interest in all things to the best of your ability and judgment and devote all your time and attention to the business of the Company.
- 3.2 You are not allowed to undertake other work or business-related activities, except with the prior written consent of the Company, irrespective of whether you receive financial compensation for these activities.

### 4. PLACE OF WORK: You will be engaged as a remote employee of Molecular Connections (working from home). The terms and conditions of the remote working contract are as given below:

- 4.1 **Non-competition and Non-solicitation and Prohibited Third Party Contacts.** During the term of this Agreement (including any Renewal Term), you will work exclusively for Molecular Connections and shall not associate with any other Company either directly or indirectly. You shall also not engage in any other business activities with companies, institutes, organizations or any other form of entities which directly or indirectly compete with MOLECULAR CONNECTIONS. During and for three (3) years after the date of termination of this Agreement, you shall not engage in any business activities that conflicts this clause. Also, during and for three (3) years after the date of termination of this Agreement, you shall not entice away or cause to entice away directly or indirectly, any person/entity including an employee, remote employee, customer, vendor, who is in the habit of dealing with the company.
- 4.2 The Company may also require you to complete certain duties or assign your services to any associate company, branch office, subsidiary or other companies, concerns, organizations, or firms with whom the Company may make any such arrangement or enter into an agreement. You may also be required to work at any client premises based in India or overseas, as deemed fit by the Company.
- 4.3 **Termination of Remote Agreement.** At any point of time, Molecular Connections in its sole discretion and upon reasonable notice can cancel this remote working Agreement and ask the remote working employee to revert to the regular working employee environment and report at its office.

- 4.4 **Destruction of Data Upon Termination.** Upon termination of the employment, remote employee shall (at the option of MOLECULAR CONNECTIONS) erase or otherwise destroy all MOLECULAR CONNECTIONS related data and provide MOLECULAR CONNECTIONS with written notice of compliance within a Three (3) week period after termination of employment.

After notice of compliance is received by MOLECULAR CONNECTIONS, MC in its sole discretion but no later than six (6) weeks after receipt of such notice, MOLECULAR CONNECTIONS will verify the destruction of data by visiting the location of remote working employee. After any termination, Remote employee also shall return all the company's equipment, tools and supplies (hardware, devices, software, applications, logins and passwords, access to servers etc.) back to the MOLECULAR CONNECTIONS in good and proper condition. No relieving letter shall be issued to the remote employee unless requirements of the appointment letter and this Agreement are fulfilled by the remote employee. In addition, MOLECULAR CONNECTIONS may take other legal actions to recover the company property from the Remote employee. Termination of Remote Agreement. At any point of time, Molecular Connections in its sole discretion and upon reasonable notice can cancel this remote working Agreement and ask the remote working employee to revert to the regular working employee environment and report at its office.

## 5. SERVICES.

**Research Analysis.** Under this Agreement, MOLECULAR CONNECTIONS is responsible for providing, on a continuous basis, to the REMOTE EMPLOYEE scientific literature (Patents, Research articles, etc.) in electronic format (collectively, "Input Materials"), and REMOTE EMPLOYEE is responsible for analyzing such Input Materials and developing scientific content that meets the acceptable standards specified for submission to the clients of MOLECULAR CONNECTIONS. REMOTE EMPLOYEE shall follow the specifications detailed in **Annexure - 2** for this purpose. The Remote employee shall maintain all the documents and treat the database login as highly confidential and must not disclose or discuss with anyone other than Company representative supervising the work. REMOTE EMPLOYEE shall not maintain any data or copy of the processed data ("Deliverables") sent to MOLECULAR CONNECTIONS and shall destroy such data soon after receiving confirmation from MOLECULAR CONNECTIONS that such Deliverables were received. In addition, REMOTE EMPLOYEE shall destroy all Input Materials, Deliverables, associated data, and printed records immediately after processing the deliverables, unless MOLECULAR CONNECTIONS requests in writing or email that REMOTE EMPLOYEE maintain such data/materials. REMOTE EMPLOYEE shall provide MOLECULAR CONNECTIONS with written notice of compliance within a week period after destruction. Under no circumstances shall REMOTE EMPLOYEE merge or otherwise incorporate the Input Materials or the Deliverables with any other database that REMOTE EMPLOYEE owns, builds, or operates for itself or any third party. Violation of this clause shall be considered a substantial breach of this Agreement.

## 6. QUALITY ASSURANCE

Increasing competition, as well as marketplace and technology changes, have led to the need for MOLECULAR CONNECTIONS to focus on and improve the value-added aspects of its products and services, which include high quality and currency. Given that MOLECULAR CONNECTIONS relies on REMOTE EMPLOYEE to provide input that meets these quality standards, MOLECULAR CONNECTIONS acknowledges its responsibility to communicate the standards to REMOTE

EMPLOYEE and to provide feedback on REMOTE EMPLOYEE' performance in this area. Because the quality standards evolve as the needs of the marketplace dictate, both parties acknowledge that MOLECULAR CONNECTIONS editorial policies and standards for processing data may change over time. MOLECULAR CONNECTIONS will use all reasonable efforts to provide communication and support to REMOTE EMPLOYEE in achieving the goals of high quality and currency. REMOTE EMPLOYEE will use all reasonable efforts to conform to the MOLECULAR CONNECTIONS editorial policies and standards, as communicated by MOLECULAR CONNECTIONS, in order to achieve these goals. REMOTE EMPLOYEE must notify MOLECULAR CONNECTIONS of any process changes to the operation that could potentially impact the quality of Deliverables provided to MOLECULAR CONNECTIONS.

MOLECULAR CONNECTIONS reserves the right to conduct audits of the Deliverables provided to MOLECULAR CONNECTIONS. Should MOLECULAR CONNECTIONS determine, in its own judgment, that the audited Deliverables fail to meet MOLECULAR CONNECTIONS quality standards, MOLECULAR CONNECTIONS shall have the right to treat REMOTE EMPLOYEE' delivery of defective

Repeated instances of partial breach for such cause, as well as other failures to address problems with quality in a timely way, may be treated by MOLECULAR CONNECTIONS as a substantial breach of the Agreement and be one of the grounds for termination. Instances of partial breach/deficient quality may also affect the willingness of MOLECULAR CONNECTIONS to renew this and/or other Agreements with REMOTE EMPLOYEE, as well as enter into any new agreements.

## 7. Remote Employee Location and NDA

To fulfill its obligations under this Agreement, REMOTE EMPLOYEE will sign a non-disclosure agreement with MOLECULAR CONNECTIONS, a template of which is incorporated herein as **Annexure - 3**. REMOTE EMPLOYEE shall be solely responsible for ensuring that it complies with the terms and conditions contained in this Agreement. REMOTE EMPLOYEE shall be liable for any damages to MOLECULAR CONNECTIONS resulting from the failure to comply with the terms and conditions contained in this Agreement. Remote Employee shall inform Molecular Connections the specific address of the Remote Employee location, provide access to the same for any audits under this agreement and also inform Molecular Connections, the details of any personal devices to be used for Molecular Connections work, make such personal device (laptop, computer etc.) available to Molecular Connections team for any technical support or audits under this Agreement, to the extend such personal devices are used to perform work for Molecular Connections.

## 8. DATA AND INTELLECTUAL PROPERTY

- A. Data.** All data and materials (including MOLECULAR CONNECTIONS manuals, indexing guidelines, and other documentation) supplied by MOLECULAR CONNECTIONS shall be and remain the exclusive property of MOLECULAR CONNECTIONS. Furthermore, all data processed by remote employees for MOLECULAR CONNECTIONS shall be and remain the exclusive property of MOLECULAR CONNECTIONS.
- B.** Under no circumstances shall remote employee merge or otherwise incorporate the Input Materials or the Deliverables with any other database that remote employee owns, builds, or operates for itself or any third party. Violation of this clause shall be considered a substantial breach of this Agreement.
- C. Intellectual Property.** "Work Product(s)" means any concept, innovation, discovery, invention, development, process, plan, design, formulation, specification, program, Deliverable, or other matter or work first conceived, made, developed, discovered, or acquired by remote employee (either alone or jointly with others) during the term of this Agreement and as a result of performing services within this Agreement.

Remote employee agrees to promptly disclose to MOLECULAR CONNECTIONS any and all Work Product(s) created, conceived, invented, developed, or otherwise produced by remote employee in carrying out services under this Agreement. Any such Work Product(s) relating to the actual or anticipated activities or businesses of MOLECULAR CONNECTIONS will belong exclusively to MOLECULAR CONNECTIONS. Upon such creation, conception, or invention, and without the need for further consideration, Remote employee assigns and transfers to MOLECULAR CONNECTIONS all of his/her rights to, and title and interest in, any copyright, patent or trademark that Remote employee has or might have in relation to such Work Product(s). Insofar as the assignment of future rights (including rights to derivative works) is permitted by law, Remote employee also assigns and transfers to MOLECULAR CONNECTIONS, without the need for further consideration, all of its future rights in relation to such Work Product(s).

MOLECULAR CONNECTIONS shall have the right to file for copyright, patent, trademark, or other intellectual property rights, at its own expense, on all Work Product(s). REMOTE EMPLOYEE agrees to cooperate with MOLECULAR CONNECTIONS and to execute all proper documents, at the expense of MOLECULAR CONNECTIONS, to enable MOLECULAR CONNECTIONS to obtain such intellectual property rights in the India, United States and other foreign countries. The provisions of this Paragraph shall survive any termination or expiration of this Agreement.

## 9. GENERAL TERMS AND CONDITIONS.

- A. Confidentiality.** All information and documentation disclosed to REMOTE EMPLOYEE by MOLECULAR CONNECTIONS (including manuals, other documentation, and information/processes relating to quality auditing), and all Work Product(s) created, conceived, invented, developed, or otherwise produced by REMOTE EMPLOYEE for MOLECULAR CONNECTIONS, is considered sensitive, confidential, and proprietary ("Proprietary Information").



REMOTE EMPLOYEE agrees hereunder to maintain the Proprietary Information in strictest confidence, including but not limited to, the maintenance of such Proprietary Information as if it were the trade secret of REMOTE EMPLOYEE. Proprietary Information will be used by REMOTE EMPLOYEE only in connection with services rendered under this Agreement. Under no circumstances may the Proprietary Information be used for any other purpose, including but not limited to, distribution by assignment, sale, sublicense, loan or other means of transfer to any third party, and any commercial use, whether paid or unpaid. Upon termination or expiration of this Agreement all Proprietary Information will be, at the discretion of MOLECULAR CONNECTIONS, either immediately returned to MOLECULAR CONNECTIONS or destroyed by REMOTE EMPLOYEE.

REMOTE EMPLOYEE will use its best efforts to prevent disclosure (whether by demonstration or otherwise) of any information provided by MOLECULAR CONNECTIONS hereunder that relates to REMOTE EMPLOYEE' performance under this Agreement. Unless required by law or governmental policy, unauthorized disclosure of the existence of this Agreement, any of the terms or conditions of this Agreement, or the subject matter of this Agreement shall be a substantial breach of this Agreement. Similarly, use of the MOLECULAR CONNECTIONS name, whether verbally, in print, or in electronic format, to solicit business or otherwise identify a relationship between MOLECULAR CONNECTIONS and REMOTE EMPLOYEE shall be a substantial breach of this Agreement. The provisions of this Paragraph will survive any termination or expiration of this Agreement.

- B. Warranty and Indemnification.** REMOTE EMPLOYEE warrants that its services hereunder will be of professional quality conforming to generally accepted practices and the law. REMOTE EMPLOYEE will indemnify MOLECULAR CONNECTIONS against all liability or loss, and against all claims or actions based upon or arising out of, or sustained in connection with, the performance or non-performance of this Agreement. Such indemnification shall be limited to the total amount of payments made by MOLECULAR CONNECTIONS to REMOTE EMPLOYEE under this Agreement.
- C. Compliance & Process Audits.** MOLECULAR CONNECTIONS shall have the right to audit REMOTE EMPLOYEE for compliance of all terms and conditions of this Agreement at any time during the term of this Agreement and for one year thereafter. Should MOLECULAR CONNECTIONS exercise its right to audit, it will do so in an expeditious and non-invasive manner, as is commercially reasonable. The MOLECULAR CONNECTIONS auditors will be chosen at the sole discretion of MOLECULAR CONNECTIONS, and MOLECULAR CONNECTIONS will pay for all of the auditors' costs. Any costs incurred by REMOTE EMPLOYEE before, during, or after the audit will be paid by REMOTE EMPLOYEE. MOLECULAR CONNECTIONS' rights under this section include, but are not limited to, the right to audit all the input, processing or delivery information stored in remote employees computer, laptop or other devices used by REMOTE EMPLOYEE, irrespective of whether any such devices, hardware or software if Molecular Connections supplied or employee owned, database input service operations, Quality Assurance Program for Deliverables and associated records, Staff Training Plan and relevant processes associated with Deliverables, and to assess hardware, software, network/internet, and computer support and security at the REMOTE EMPLOYEE location.

- D. Equipments, Tools and Supplies.** The use of any equipment, software, applications, server access, passwords, logins, data supplies, provided by Molecular Connections are for use by the authorized persons and for purposes relating to Molecular Connections business only. Employees have the duty to take good care of such tools and equipment and shall contact Molecular Connections (technology dept. or manager) if there is any issue with regards to the equipment, software, or connectivity. Any equipment, software or hardware provided by Molecular connections shall be whole and sole property of Molecular connections and Remote employee is required to return back to Molecular connections all the equipment, software or hardware in accepted condition upon termination of his/her employment or at the request of Molecular Connections at any time during the tenure of his/her employment.
- E. Governing Law.** The validity, construction and performance of this Agreement and the legal relations between the parties to this Agreement are governed by and construed in accordance with the laws of the State of Karnataka, Jurisdiction Bangalore.
- F. Severability.** The provisions of this Agreement are severable, and, in the event that any provisions are determined to be invalid or unenforceable under any controlling body of law, such invalidity or unenforceability will not in any way affect the validity or enforceability of the remaining provisions
- G. Waivers.** Any waiver of, or failure to enforce, any breach or provision of this Agreement by either party does not operate nor may it be construed as a subsequent waiver of that breach or provision or of any other breach or provision hereof.
- H. Non-Assignment.** REMOTE EMPLOYEE may not assign ownership of this Agreement to a Third Party without the prior written consent of MOLECULAR CONNECTIONS.
- I. Notices.** Any notice(s) required to be given pursuant to this Agreement must be sent in writing via fax or courier and will be deemed given (i) upon receipt by the transmitting party of confirmation or response if delivery is by fax; or (ii) 2 days after posting if sent by courier. Notices must be sent to the parties at the addresses/fax numbers set forth herein. Both parties agree to provide notice to the other party of any change in address/fax number.
- J. Incorporation of Documents.** **Appointment letter**, Non-Disclosure Agreement and Equipment Usage Acceptance Form, are hereby incorporated into and made part of this Agreement.

## 10. RULES AND REGULATIONS

- 10.1 In addition to the terms and conditions of employment specifically stated herein, you undertake to 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.
- 10.2 Your employment shall also be governed by statutory laws enacted by Central or State Government or local authorities, as may be applicable, from time to time.

## 11. COMPLIANCE WITH APPLICABLE LAWS

- 11.1 You agree to comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to your employment with the Company.
- 11.2 Without limiting the generality of the foregoing, you represent and warrant 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 government official, political party, candidate for political office, or public international organization; 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 government official, political party, candidate for political office, or public international organization, for the purpose of obtaining or retaining any business, or to obtain another unfair advantage, in connection with the Company's business
- 11.3 By signing this Letter of Appointment, you consent to the terms and conditions of the Company Policy, as maybe modified by the Company from time to time at its sole discretion.

## 12. TERMINATION OF EMPLOYMENT

- 12.1 At any time during your probation period, the Company may terminate your employment by giving a prior written notice of 30 (thirty) days or salary in lieu thereof.
- 12.2 Upon confirmation of your employment with the Company, the Company may terminate your employment by giving atleast three (3) months prior notice in writing or payment in lieu of such notice. In the event you desire to terminate your employment with the Company, you shall have to give a prior written notice of three (3) months to the Company. Company reserves right not to accept Notice amount money in lieu of notice period due to business reasons.
- 12.3 In case you do not serve the complete notice period as required by the Company, then the Company will be under no obligation to issue the relieving documents to you or undertake any other relieving formalities.
- 12.4 Your employment with the company may be terminated by the Company without notice or payment in lieu thereof, in case of breach or non-compliance of the terms, conditions or stipulations contained in this Letter, which would be construed as misconduct, or if you are found guilty of any negligence or other misconduct in connection with or affecting the business or affairs of the Company. Termination of your employment for the reasons stated herein would be without prejudice to:
  - 12.4.1 The Company's right to claim the actual damages it has suffered on account of such breach; and
  - 12.4.2 Any other relief to which the Company may be entitled under contract, law or equity.



**12.5 Misconduct will include without limitation:**

- 12.5.1 Habitual absence from service without prior notice in writing and/ or without sufficient cause;
  - 12.5.2 Absence from service without prior notice in writing or without sufficient cause for a period of seven (7) days or more and not rejoining service despite reminder(s) from the Company;
  - 12.5.3 Participating in and/ or abetting the conduct of a strike in contravention of any law;
  - 12.5.4 Causing damage to the reputation or property of the Company;
  - 12.5.5 Breach or non-observance of the terms, conditions or stipulations contained in this Letter;
  - 12.5.6 Breach of the confidentiality/secretory provisions set out in the Non Disclosure of Confidential Information and Invention Assignment Agreement.
  - 12.5.7 Any criminal or illegal activity breaking laws or any conviction by a court of law
- 12.6 On termination of your employment, the Company shall not have any further liability towards you other than remuneration, allowances and perquisites that have accrued prior to the effective date of termination of employment.
- 12.7 Immediately upon termination of your employment, you shall return to the Company, all property/ies of the Company heretofore provided to you by the Company, or otherwise in your custody, possession or control.
- 12.8 Notwithstanding any provision of this Letter to the contrary, no termination of your employment for any reason whatsoever, shall in any manner operate to terminate, limit or otherwise affect the Company's ownership of any of the rights, properties, privileges granted to the Company hereunder or under any other agreement executed between you and the Company.
- 12.9 On termination of your employment for any reason whatsoever, you shall fully co-operate and provide all assistance as may be necessary or reasonably required by the Company for handing over your job responsibilities and functions to your successor in a manner that ensures continuity in the administration of the Company's affairs.
- 12.10 You shall not solicit or take away, directly or indirectly for any reason, any person, entity or business that was, at any time during your employment or at the time of your termination, a customer or prospective customer of the Company or any of its subsidiaries or affiliates.
- 12.11 You shall not solicit or take away or attempt to solicit or take away, directly or indirectly, any employee of the Company or its subsidiaries or affiliates, either for your own purposes or for any other person or entity.

### 13. GOVERNING LAW AND JURISDICTION

This Letter is governed by and construed in accordance with the laws of India and will be subject to exclusive jurisdiction to the Courts at Bangalore.

### 14. GENERAL

This Letter and your employment are personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. However, the Company may assign this Letter, in part or whole, upon written notice to you.

No delay or failure by the Company to exercise any of its powers, rights or remedies under these terms of Employment shall operate as a waiver of such powers, rights or remedies.

If any provision of this Letter is held by any competent authority to be invalid or unenforceable, the validity of other provisions and the remainder of this Letter shall not be affected.

You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Letter together with the Non-Disclosure of Confidential Information and Invention Assignment Agreement, are the exclusive and entire understanding between the Company and you relating to the subject matter hereof, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

Yours Sincerely,  
**For Molecular Connections Private Limited**

*Jignesh Bhate*

**Name : Jignesh Bhate**  
**Title : Chief Executive Officer**

**Remote Employee Acceptance & Declaration:**

- I shall remain committed to my job responsibilities as an employee and ensure timely deliverance to meet the set expectations and strive for excellence in the achievement of all my KRAs from my home working location;
- I understand that the requirement for me to adhere to all Company policies and procedures as detailed in my appointment letter as well as in the Employee Handbook is unaffected by the fact that I will be working from home away from the office;
- I agree to allow access, by prior arrangement, to my manager, IT staff, portable appliance testing staff and any other Company employee who requires access to perform their duties;
- I understand that the remote working agreement is not a substitute for childcare or other caring responsibilities and that adequate provisions must be made in respect of these;
- I understand that I may be required to attend the office meetings from time to time during my home working hours (e.g. to attend a team review meeting, a training program, a team event, etc.);
- I understand the provision for the home working agreement can be cancelled by the Company if my superiors are unhappy with my performance for not meeting their expectations or for any other business reasons or uncertainties in future.

I have read, understood and agree to all terms and conditions of this letter of Appointment and relating to the remote working arrangement:

**Signature :**

**Date : October 19, 2023**

**Name : Divyashree H K**

**Place :**

**ANNEXURE - 1**

<b>COMPENSATION &amp; BENEFITS STRUCTURE</b>			
<b>NAME</b>	<b>Ms. Divyashree H K</b>		
<b>DESIGNATION</b>	<b>Scientific Analyst</b>		
<b>GRADE</b>	<b>7</b>		
<b>LEVEL</b>	<b>2</b>		
<b>EFFECTIVE DATE</b>	<b>October 23, 2023</b>		
	<b>SALARY COMPONENTS</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
<b>A.</b>	<b>FIXED COMPONENTS</b>		
	Basic + DA	11100	133200
	HRA	129	1548
	WFH Allowance *	2500	30000
	M_Bonus	2220	26640
<b>B.</b>	<b>RETIREMENT BENEFITS</b>		
	PF (Employer contribution)	1332	15984
	Gratuity Contribution	534	6408
<b>C.</b>	<b>OTHER BENEFITS</b>		
	ESIC ( Employer contribution)	519	6228
	<b>MONTHLY CTC ( A+B+C)</b>	<b>18334</b>	
	<b>ANNUAL CTC ( A+B+C)</b>		<b>220000</b>

Your compensation has been structured to facilitate better tax planning and increased savings for you during the financial year.

\* Payable subject to achievement of Key work commitments (reference Annexure-2).

Please Note: MC has tie-up only with ICICI and HDFC banks for the salary disbursement for its employees. So, you are expected to open an account with any of these bank's branch if not having one and notify us with the account details along with a proof of copy of passbook or cheque leaf within 15 days of your joining MC.

Signed By:

*Jignesh Bhate*

Date: October 19, 2023

M.S. Mythili

**ANNEXURE - 2**

**1. Remote Employee Key work commitments:**

- REMOTE EMPLOYEE shall contribute a minimum of 80 completed substances per day and monthly volume proportionately.
- The said target of 80 completed substances per day or monthly volume proportionately and set quality standards in terms of no substances errors should be achieved without fail, failure to achieve the target will result in LOP.
- Completed items will by definition mean annotation of the said field criteria defined in the instruction manual or guideline document.
- The said weekly production reports with reference ids are to be communicated to the immediate supervisor within 11.00 AM on every Monday.
- The completed items should pass with a minimum of 95% quality in either internal review process and no feedbacks on substances for a given delivery batch in external review process.
- A 5% increase in production is expected from REMOTE EMPLOYEE every year.
- REMOTE EMPLOYEE will be solely responsible for rework of any items scored down in the feedback review reports. The rework will involve implementing corrections from the emailed review reports. The rework item has to be resubmitted within one working day. And a closure mail response has to be sent to the quality reviewer.
- REMOTE EMPLOYEE will be available for the monthly feedback report review meetings. He/She will make necessary efforts to remain up-to-date on the guideline versioning shared during these meetings and implement them in all subsequent work units.
- REMOTE EMPLOYEE will also be a very integral part of the project management team and contribute substantially to bring to the team managers notice of any new learnings received as part of feedback mail notifications.
- REMOTE EMPLOYEE will undergo training in the Bangalore office for the first 3 months.

**ACCEPTED AND AGREED TO:  
REMOTE EMPLOYEE**

**ACCEPTED AND AGREED TO:  
MOLECULAR CONNECTIONS P LTD**

By :
Name: <b>Divyashree H K</b>
Date : October 19, 2023

By : <i>Jignesh Bhate</i>
Name: <b>Jignesh Bhate Chief Executive Officer</b>
Date : October 19, 2023

**ANNEXURE -3**

**Non-Disclosure Agreement**

I, **Ms. Divyashree H K**, hereby agree that all MOLECULAR CONNECTIONS PVT LTD (hereinafter "MOLECULAR CONNECTIONS")-owned data, information and documentation disclosed to me or developed by me in association with the agreement between MOLECULAR CONNECTIONS and MYSELF will be considered to be sensitive, confidential, and proprietary ("Proprietary Information"). I agree that all information shall be considered Proprietary Information unless indicated otherwise, and I agree to maintain the Proprietary Information in strictest confidence.

I understand and agree that the Proprietary Information may be used only in connection with my employment and only to the extent necessary for MYSELF to fulfill its contractual obligations with MOLECULAR CONNECTIONS. Under no circumstances will I distribute the Proprietary Information for any other purpose, including but not limited to, distribution by assignment, sale, sublicense, loan or other means of transfer to any third party, and any commercial use, whether paid or unpaid.

I understand and agree that I may only disclose Proprietary Information with the employees, agents or representatives of MOLECULAR CONNECTIONS who are bound by a similar requirement of confidentiality. However, I understand that my obligations under this paragraph will not apply to information that:

- A. Is or becomes known to the general public without improper action or inaction by me;
- B. Was rightfully disclosed to me by a third party that is not obligated to MYSELF or MOLECULAR CONNECTIONS to maintain confidentiality, provided that I comply with any restrictions imposed by the third party;
- C. Is disclosed pursuant to a court order, provided the Employee will contact Molecular Connections so that Molecular Connections may seek a protective order, seek another appropriate remedy, or waive the Employees compliance with the Agreement. If Molecular Connections waives the Employees compliance with the Agreement or fails to obtain a protective order or other appropriate remedy, the Employee will furnish only that portion of the Confidential Information that is legally required to be disclosed and will use its best efforts to obtain confidential treatment for such Confidential Information.

I warrant and represent that my affiliation with any company, whether as an employee, officer, director, agent, Remote employee or otherwise, is not such that a conflict of interest would be created by receiving the Proprietary Information covered by this Agreement.

I understand and acknowledge MOLECULAR CONNECTIONS may take all reasonable steps to protect the Proprietary Information, including but not limited to, seeking injunctive relief and any other remedies available at law or in equity in the event that I breach this Agreement.

To be binding, all additions and modifications to this Agreement must be made in writing referencing this Agreement and must be signed by both parties.


**ACCEPTED AND AGREED TO:**

**REMOTE EMPLOYEE**

By :
Name: <b>Divyashree H K</b>
Date: October 19, 2023

**ACCEPTED AND AGREED TO:**

**MOLECULAR CONNECTIONS P LTD**

By : 
Name: <b>Jignesh Bhate</b> <b>Chief Executive Officer</b>
Date: October 19, 2023

DigiSigner Document ID: 81b2323a-3e67-4eb5-b13b-8233f2ec08b1

## Signer

Email: mythili@molecularconnections.com  
IP Address: 122.167.3.28

Email: jignesh@molecularconnections.com  
IP Address: 62.80.122.52

Email: jignesh@molecularconnections.com  
IP Address: 62.80.122.52

Email: jignesh@molecularconnections.com  
IP Address: 62.80.122.52

Email: jignesh@molecularconnections.com  
IP Address: 62.80.122.52

## Signature

M.S. Mythili

*Jignesh Bhate*

*Jignesh Bhate*

*Jignesh Bhate*

*Jignesh Bhate*

August 25, 2024

## LETTER OF APPOINTMENT

**Ms. Manasa M**  
Near Chikkadevamma Temple,  
Yaraganahalli (village and post),  
Chamarajanagara,  
Karnataka- 571127

Dear Ms. Manasa M,

Molecular Connections Private Limited (the “**Company**”), along with its subsidiaries and group companies, is pleased to offer you employment on the following terms and conditions:

### **1. COMMENCEMENT OF EMPLOYMENT**

- 1.1 You are employed by the Company in the position of **Scientific Analyst** subject to the terms and conditions set forth in this Appointment Letter (“**Letter**”). Your employment with the Company shall commence from **Septemper 02, 2024** and be valid until terminated in accordance with the terms set forth in this Letter (the “**Employment Period**”).
- 1.2 Your appointment with the Company is subject to satisfactory verification of your certificates and testimonials. In the event that such verification reveals any discrepancy in the statement(s) made in your application to the Company, your services are liable to be terminated forthwith without any notice or compensation. Your employment in the Company is also contingent upon your ability to work for the Company without any restriction/s, i.e., you are not bound by any non-compete obligations or any other restrictive clauses with any of your previous employers.
- 1.3 For joining purposes, you shall report to HR Manager of the Company.

### **MOLECULAR CONNECTIONS PVT. LTD.**

Heritage Building, #59/2 Kaderanahalli, 100 Feet Road, Banashankari 2nd Stage, Bangalore – 560 070.

Ph.: 080 2669 0145 | Email: [info@molecularconnections.com](mailto:info@molecularconnections.com) | [www.molecularconnections.com](http://www.molecularconnections.com)



- 1.4 You shall, during the Employment Period, be diligent and loyal and devote your professional skills, time, energies and best efforts to the performance of your duties and responsibilities in the Company.
- 1.5 During the Employment Period, you shall not engage in any other employment, consulting or other business activity (whether full-time or part-time or paid or unpaid) By signing this Letter, you expressly undertake that you have no contractual commitments or other legal obligations that would prevent you from performing your duties towards the Company, in any manner whatsoever. Any charitable work needs prior permission of the company
- 1.6 You will initially be on probation for a period of six (6) months from the actual date of joining. The probation period may be reduced or extended by the Company at its sole discretion depending upon your performance without providing any reasons. You will be on probation until your successful completion of the probationary period is confirmed in writing.
- 1.7 **MINIMUM SERVICE PERIOD** – You are required to serve the company for a minimum period of **12 months** including your probation period. Please note that if you decide to leave the Organization before completing the minimum service period, the Company would be entitled to recover the training expenses of **INR 25000/- (Rupees Twenty Five Thousand only)** including notice pay from you as discussed and mutually agreed at the time of your selection.
- 1.8 Retirement age is 60 (sixty) years. This can be modified based on the company's discretion, subject to legal protection available to the employee/
- 1.9 During your employment if you remain absent for a continuous period of eight (8) days without leave or without obtaining the reporting manager's approval in writing, your employment will be deemed to have been voluntarily terminated by you without notice or salary in lieu thereof.

## 2. SALARY, BONUSES, ETC.

- 2.1 You will be remunerated for your services as detailed in **Annexure A** appended to this Letter in accordance with Company's customary payroll procedures. The remuneration shall be reviewed from time to time at the discretion of the Company.
- 2.2 The compensation package will be subject to the usual deductions for tax as required under applicable laws.
- 2.3 The compensation package will be subject to adjustment pursuant to the Company's employee compensation policies in effect from time to time, as may be relevant under applicable law.
- 2.4 The compensation package set forth in Section 2.1 includes compensation for all services rendered under this Letter.
- 2.5 As a regular employee of the Company, you will be eligible to participate in regular health insurance and other employee benefit plans in accordance with the policies established and maintained by the Company from time to time.

## 3. DUTIES AND OTHER ACTIVITIES

- 3.1 You shall, in all respects, carry out and use your best endeavors in carrying out the objectives of the Company and protect its interest in all things to the best of your ability and judgment and devote all your time and attention to the business of the Company.
- 3.2 You are not allowed to undertake other work or business-related activities, except with the prior written consent of the Company, irrespective of whether you receive financial compensation for these activities.

## 4. PLACE OF WORK

- 4.1 Your place of work will be at the Company's office in **Bangalore**. The Company may, after giving you reasonable notice, transfer or assign your services to any place of business of the Company or to any of its parent company, subsidiary, group company, strategic partner/customer, etc. where it may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.

- 4.2 The Company may also require you to complete certain duties or assign your services to any associate company, branch office, subsidiary or other companies, concerns, organizations, or firms with whom the Company may make any such arrangement or enter into an agreement. You may also be required to work at any client premises based in India or overseas, as deemed fit by the Company.

## **5. RULES AND REGULATIONS**

- 5.1 In addition to the terms and conditions of employment specifically stated herein, you undertake to 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.
- 5.2 Your employment shall also be governed by statutory laws enacted by Central or State Government or local authorities, as may be applicable, from time to time.

## **6. COMPLIANCE WITH APPLICABLE LAWS**

- 6.1 You agree to comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to your employment with the Company.
- 6.2 Without limiting the generality of the foregoing, you represent and warrant 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 government official, political party, candidate for political office, or public international organization; 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 government official, political party, candidate for political office, or public international organization, for the purpose of obtaining or retaining any business, or to obtain another unfair advantage, in connection with the Company's business
- 6.3 By signing this Letter of Appointment, you consent to the terms and conditions of the Company Policy, as maybe modified by the Company from time to time at its sole discretion.

## 7. TERMINATION OF EMPLOYMENT

- 7.1 At any time during your probation period, the Company may terminate your employment by giving a prior written notice of 30 (thirty) days or salary in lieu thereof.
- 7.2 Upon confirmation of your employment with the Company, the Company may terminate your employment by giving at least three (3) months prior notice in writing or payment in lieu of such notice. In the event you desire to terminate your employment with the Company, you shall have to give a prior written notice of three (3) months to the Company. Company reserves right not to accept Notice amount money in lieu of notice period due to business reasons.
- 7.3 In case you do not serve the complete notice period as required by the Company, then the Company will be under no obligation to issue the relieving documents to you or undertake any other relieving formalities.
- 7.4 Your employment with the company may be terminated by the Company without notice or payment in lieu thereof, in case of breach or non-compliance of the terms, conditions or stipulations contained in this Letter, which would be construed as misconduct, or if you are found guilty of any negligence or other misconduct in connection with or affecting the business or affairs of the Company. Termination of your employment for the reasons stated herein would be without prejudice to:
  - 7.4.1 The Company's right to claim the actual damages it has suffered on account of such breach; and
  - 7.4.2 Any other relief to which the Company may be entitled under contract, law or equity.
- 7.5 **Misconduct will include without limitation:**
  - 7.5.1 Habitual absence from service without prior notice in writing and/ or without sufficient cause;

- 7.5.2 Absence from service without prior notice in writing or without sufficient cause for a period of seven (7) days or more and not rejoining service despite reminder(s) from the Company;
- 7.5.3 Participating in and/ or abetting the conduct of a strike in contravention of any law;
- 7.5.4 Causing damage to the reputation or property of the Company;
- 7.5.5 Breach or non-observance of the terms, conditions or stipulations contained in this Letter;
- 7.5.6 Breach of the confidentiality/secretcy provisions set out in the Non Disclosure of Confidential Information and Invention Assignment Agreement.
- 7.5.7 Any criminal or illegal activity breaking laws or any conviction by a court of law
- 7.6 On termination of your employment, the Company shall not have any further liability towards you other than remuneration, allowances and perquisites that have accrued prior to the effective date of termination of employment.
- 7.7 Immediately upon termination of your employment, you shall return to the Company, all property/ies of the Company heretofore provided to you by the Company, or otherwise in your custody, possession or control.
- 7.8 Notwithstanding any provision of this Letter to the contrary, no termination of your employment for any reason whatsoever, shall in any manner operate to terminate, limit or otherwise affect the Company's ownership of any of the rights, properties, privileges granted to the Company hereunder or under any other agreement executed between you and the Company.
- 7.9 On termination of your employment for any reason whatsoever, you shall fully cooperate and provide all assistance as may be necessary or reasonably required by the Company for handing over your job responsibilities and functions to your successor in a manner that ensures continuity in the administration of the Company's affairs.

7.10 You shall not solicit or take away, directly or indirectly for any reason, any person, entity or business that was, at any time during your employment or at the time of your termination, a customer or prospective customer of the Company or any of its subsidiaries or affiliates.

7.11 You shall not solicit or take away or attempt to solicit or take away, directly or indirectly, any employee of the Company or its subsidiaries or affiliates, either for your own purposes or for any other person or entity.

## 8. GOVERNING LAW AND JURISDICTION

This Letter is governed by and construed in accordance with the laws of India and will be subject to exclusive jurisdiction to the Courts at Bangalore.

## 9. CONFIDENTIALITY

As an employee of the Company, you will have access to certain confidential information of the Company and you may, during the course of your employment, develop certain information or inventions that will be the property of the Company. To protect the interests of the Company, you will be required to sign the Company's standard "**Non Disclosure of Confidential Information and Invention Assignment Agreement**" as a condition of your employment. The Company hereby instructs and directs you not to bring with you any confidential or proprietary material of any former employer or to violate any other obligations you may have towards any former employer.

During your employment with the Company, you agree to not engage in any employment, business or activity that is in any way competitive with the business or proposed business of the Company. You will disclose to the Company in writing any other gainful employment, business or activity that you are currently associated with or participating in that competes with the business of the Company. You will not assist any other person or organization in competing with the Company or in preparing to engage in competition with the business or proposed business of the Company.

You represent by signing this Letter and/ or the Company's Non Disclosure of Confidential Information and Invention Assignment Agreement and commencement of your employment with the Company, that you will not be violating any agreement currently in place between yourself and current or past employers.

We hope that you will accept our offer to join the Company on the terms of this Letter. You may indicate your agreement with these terms and accept this offer by signing and dating the enclosed duplicate original of this Letter and returning the signed copy to the Company. Your employment is contingent on successful completion of background and reference checks and starting work with the Company.

#### **10. NON SOLICITATION AND NON COMPETITION**

During the term of your employment and for a period of three (3) years immediately thereafter, you agree not to solicit any employee, consultant, customer, vendor or independent contractor of the Company for yourself or on behalf of any other business enterprise, nor shall you induce any employee, consultant, customer, vendor or independent contractor associated with the Company to terminate or breach an employment, contractual or other relationship with the Company.

#### **11. INDEMNIFICATION**

You agree to indemnify the Company and its affiliates/subsidiaries, officers, agents, representatives for any losses or damages sustained by the Company and its affiliates/subsidiaries, officers, agents, representatives, which is caused by or related to your employment in the Company or any breach of any of the provisions contained in this Letter and/ or any other formal agreement executed between you and the Company.

#### **12. GENERAL**

This Letter and your employment are personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. However, the Company may assign this Letter, in part or whole, upon written notice to you.

No delay or failure by the Company to exercise any of its powers, rights or remedies under these terms of Employment shall operate as a waiver of such powers, rights or remedies.

If any provision of this Letter is held by any competent authority to be invalid or unenforceable, the validity of other provisions and the remainder of this Letter shall not be affected.

You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Letter and the Non-Disclosure of Confidential Information and Invention Assignment Agreement, are the exclusive and entire understanding between the Company and you relating to the subject matter hereof, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

Yours Sincerely,  
**For Molecular Connections Private Limited**

*Jignesh Bhate*

**Name : Jignesh Bhate**  
**Title : Chief Executive Officer**

I have read and hereby accept the terms and conditions of this Letter of Appointment:

Signature:



Name of the Employee: Manasa M

Date: 08/26/2024



**ANNEXURE - A (TOTAL COMPENSATION & BENEFITS)**

<b>NAME</b>	<b>Ms. Manasa M</b>	
<b>DESIGNATION</b>	<b>Scientific Analyst</b>	
<b>GRADE</b>	<b>7</b>	
<b>LEVEL</b>	<b>2</b>	
<b>EFFECTIVE DATE</b>	<b>September 02, 2024</b>	
	<b>SALARY COMPONENTS</b>	<b>MONTHLY</b>
		<b>ANNUAL</b>
<b>A.</b>	<b>FIXED COMPONENTS</b>	
	Basic + DA	16300
	M Bonus	3260
<b>B.</b>	<b>RETIREMENT BENEFITS</b>	
	PF (Employer contribution)	1800
	Gratuity Contribution	785
<b>C.</b>	<b>OTHER BENEFITS</b>	
	ESIC ( Employer contribution)	636
	<b>MONTHLY CTC ( A+B+C)</b>	<b>22781</b>
	<b>ANNUAL CTC ( A+B+C)</b>	<b>273372</b>

Your compensation has been structured to facilitate better tax planning and increased savings for you during the financial year. Further, additional employee benefits that you would be eligible for (which are not appearing in the above structure) are explained below:

**(i) Food subsidy:**

The Company would pay for subsidizing the food @ 50% of the cost to be paid by you, if you are availing the lunch supplied at the office cafeteria.

Please Note: MC has tie-up only with ICICI and HDFC banks for the salary disbursement for its employees. So, you are expected to open an account with any of these bank's branch if not having one and notify us with the account details along with a proof of copy of passbook or cheque leaf within 15 days of your joining MC.

Signed By: *Jignesh Bhate*

Date: August 25, 2024

M.S.Madhali



DigiSigner Document ID: fa251566-b57c-4965-9ed8-a397f43896eb

## Signer

Email: mythili@molecularconnections.com  
IP Address: 2401:4900:1f27:965e:25d8:6145:fab8:ac89

Email: jignesh@molecularconnections.com  
IP Address: 2405:201:d02e:881d:c120:8680:38b4:489

Email: jignesh@molecularconnections.com  
IP Address: 2405:201:d02e:881d:c120:8680:38b4:489

Email: manasamallikarjunappa@gmail.com  
IP Address: 2409:408c:868c:44d::769:a8a5

Email: manasamallikarjunappa@gmail.com  
IP Address: 2409:408c:868c:44d::769:a8a5

## Signature

*M.S. Mythili*

*Jignesh Bhate*

*Jignesh Bhate*



Event	User	Time	IP Address
Upload document	hrteam@molecularconnections.com	8/26/24 4:36:00 AM EDT	14.97.52.2
Open document	hrteam@molecularconnections.com	8/26/24 4:42:30 AM EDT	14.97.52.2
Close document	hrteam@molecularconnections.com	8/26/24 4:42:59 AM EDT	14.97.52.2
Send for signing	hrteam@molecularconnections.com	8/26/24 4:43:23 AM EDT	14.97.52.2
Open document	mythili@molecularconnections.com	8/26/24 5:42:06 AM EDT	2401:4900:1f27:965e:25d8:6145:fab8:ac89
Sign document	mythili@molecularconnections.com	8/26/24 5:42:16 AM EDT	2401:4900:1f27:965e:25d8:6145:fab8:ac89
Close document	mythili@molecularconnections.com	8/26/24 5:42:16 AM EDT	2401:4900:1f27:965e:25d8:6145:fab8:ac89
Open document	jignesh@molecularconnections.com	8/26/24 7:34:13 AM EDT	2405:201:d02e:881d:c120:8680:38b4:489
Sign document	jignesh@molecularconnections.com	8/26/24 7:34:26 AM EDT	2405:201:d02e:881d:c120:8680:38b4:489
Close document	jignesh@molecularconnections.com	8/26/24 7:34:26 AM EDT	2405:201:d02e:881d:c120:8680:38b4:489
Open document	manasamallikarjunappa@gmail.com	8/26/24 7:52:31 AM EDT	2409:408c:868c:44d::769:a8a5
Open document	manasamallikarjunappa@gmail.com	8/26/24 7:52:36 AM EDT	49.44.83.229
Sign document	manasamallikarjunappa@gmail.com	8/26/24 7:54:18 AM EDT	2409:408c:868c:44d::769:a8a5

Close document

manasamallikarjunappa@gmail.com

8/26/24 7:54:18 AM EDT

2409:408c:868c:44d::769:a8a5

Download document

manasamallikarjunappa@gmail.com

8/26/24 7:54:25 AM EDT

2409:408c:868c:44d::769:a8a5

March 19, 2024

## **LETTER OF APPOINTMENT – REMOTE EMPLOYMENT**

**Ms. Pavithra K R,  
Krs Agrahara Samanvaya Road,  
Kunigal Tq, Tumakar Dist**

**Dear Ms. Pavithra K R,**

Molecular Connections Private Limited (the “**Company**”), along with its subsidiaries and group companies, is pleased to offer you employment on the following terms and conditions:

### **1. COMMENCEMENT OF EMPLOYMENT**

- 1.1 You will be employed by the Company on remote working basis (REMOTE EMPLOYEE) in the position of **Scientific Analyst** subject to the terms and conditions set forth in this Appointment Letter (“**Letter**”). Your employment with the Company shall commence from **March 23, 2024** and be valid until terminated in accordance with the terms set forth in this Letter (the “**Employment Period**”).
- 1.2 Your appointment as a REMOTE EMPLOYEE of the Company is subject to satisfactory verification of your certificates and testimonials. In the event that such verification reveals any discrepancy in the statement(s) made in your application to the Company, your services are liable to be terminated forthwith without any notice or compensation. Your employment in the Company is also contingent upon your ability to work for the Company without any restriction/s, i.e., you are not bound by any non-compete obligations or any other restrictive clauses with any of your previous employers.
- 1.3 For joining purposes, you shall report to HR Manager of the Company.

### **MOLECULAR CONNECTIONS PVT. LTD.**

Heritage Building, #59/2 Kaderanahalli, 100 Feet Road, Banashankari 2nd Stage, Bangalore – 560 070.

Ph.: 080 2669 0145 | Email: [info@molecularconnections.com](mailto:info@molecularconnections.com) | [www.molecularconnections.com](http://www.molecularconnections.com)

- 1.4 You shall, during the Employment Period, be diligent and loyal and devote your professional skills, time, energies and best efforts to the performance of your duties and responsibilities in the Company.
- 1.5 During the Employment Period, you shall not engage in any other employment, consulting or other business activity (whether full-time or part-time or paid or unpaid) By signing this Letter, you expressly undertake that you have no contractual commitments or other legal obligations that would prevent you from performing your duties towards the Company, in any manner whatsoever. Any charitable work needs prior permission of the company
- 1.6 You will initially be on probation for a period of six (6) months from the actual date of joining. The probation period may be reduced or extended by the Company at its sole discretion depending upon your performance without providing any reasons. You will be on probation until your successful completion of the probationary period is confirmed in writing.
- 1.7 **MINIMUM SERVICE PERIOD** – You are required to serve the company for a minimum period of **12 months** including your probation period. Please note that if you decide to leave the Organization before completing the minimum service period, the Company would be entitled to recover the training expenses of **INR 25000/- (Rupees Twenty Five Thousand Only)** including notice pay from you as discussed and mutually agreed at the time of your selection.
- 1.8 Retirement age is 60 (sixty) years. This can be modified based on the company's discretion, subject to legal protection available to the employee.
- 1.9 During your employment if you remain absent for a continuous period of eight (8) days without leave or without obtaining the reporting manager's approval in writing, your employment will be deemed to have been voluntarily terminated by you without notice or salary in lieu thereof.

## 2. SALARY, BONUSES, ETC.

- 2.1 You will be remunerated for your services as detailed in **Annexure - 1** appended to this Letter in accordance with Company's customary payroll procedures. The remuneration shall be reviewed from time to time at the discretion of the Company.
- 2.2 The compensation package will be subject to the usual deductions for tax as required under applicable laws.
- 2.3 The compensation package will be subject to adjustment pursuant to the Company's employee compensation policies in effect from time to time, as may be relevant under applicable law.

- 2.4 The compensation package set forth in Section 2.1 includes compensation for all services rendered under this Letter.
- 2.5 As a regular employee of the Company, you will be eligible to participate in regular health insurance and other employee benefit plans in accordance with the policies established and maintained by the Company from time to time.

### 3. DUTIES AND OTHER ACTIVITIES

- 3.1 You shall, in all respects, carry out and use your best endeavors in carrying out the objectives of the Company and protect its interest in all things to the best of your ability and judgment and devote all your time and attention to the business of the Company.
- 3.2 You are not allowed to undertake other work or business-related activities, except with the prior written consent of the Company, irrespective of whether you receive financial compensation for these activities.

### 4. PLACE OF WORK: You will be engaged as a remote employee of Molecular Connections (working from home). The terms and conditions of the remote working contract are as given below:

- 4.1 **Non-competition and Non-solicitation and Prohibited Third Party Contacts.** During the term of this Agreement (including any Renewal Term), you will work exclusively for Molecular Connections and shall not associate with any other Company either directly or indirectly. You shall also not engage in any other business activities with companies, institutes, organizations or any other form of entities which directly or indirectly compete with MOLECULAR CONNECTIONS. During and for three (3) years after the date of termination of this Agreement, you shall not engage in any business activities that conflicts this clause. Also, during and for three (3) years after the date of termination of this Agreement, you shall not entice away or cause to entice away directly or indirectly, any person/entity including an employee, remote employee, customer, vendor, who is in the habit of dealing with the company.
- 4.2 The Company may also require you to complete certain duties or assign your services to any associate company, branch office, subsidiary or other companies, concerns, organizations, or firms with whom the Company may make any such arrangement or enter into an agreement. You may also be required to work at any client premises based in India or overseas, as deemed fit by the Company.
- 4.3 **Termination of Remote Agreement.** At any point of time, Molecular Connections in its sole discretion and upon reasonable notice can cancel this remote working Agreement and ask the remote working employee to revert to the regular working employee environment and report at its office.

- 4.4 **Destruction of Data Upon Termination.** Upon termination of the employment, remote employee shall (at the option of MOLECULAR CONNECTIONS) erase or otherwise destroy all MOLECULAR CONNECTIONS related data and provide MOLECULAR CONNECTIONS with written notice of compliance within a Three (3) week period after termination of employment.

After notice of compliance is received by MOLECULAR CONNECTIONS, MC in its sole discretion but no later than six (6) weeks after receipt of such notice, MOLECULAR CONNECTIONS will verify the destruction of data by visiting the location of remote working employee. After any termination, Remote employee also shall return all the company's equipment, tools and supplies (hardware, devices, software, applications, logins and passwords, access to servers etc.) back to the MOLECULAR CONNECTIONS in good and proper condition. No relieving letter shall be issued to the remote employee unless the requirements of the appointment letter and this Agreement are fulfilled by the remote employee. In addition, MOLECULAR CONNECTIONS may take other legal actions to recover the company property from the Remote employee. Termination of Remote Agreement. At any point of time, Molecular Connections in its sole discretion and upon reasonable notice can cancel this remote working Agreement and ask the remote working employee to revert to the regular working employee environment and report at its office.

## 5. SERVICES.

**Research Analysis.** Under this Agreement, MOLECULAR CONNECTIONS is responsible for providing, on a continuous basis, to the REMOTE EMPLOYEE scientific literature (Patents, Research articles, etc.) in electronic format (collectively, "Input Materials"), and REMOTE EMPLOYEE is responsible for analyzing such Input Materials and developing scientific content that meets the acceptable standards specified for submission to the clients of MOLECULAR CONNECTIONS. REMOTE EMPLOYEE shall follow the specifications detailed in **Annexure - 2** for this purpose. The Remote employee shall maintain all the documents and treat the database login as highly confidential and must not disclose or discuss with anyone other than Company representative supervising the work. REMOTE EMPLOYEE shall not maintain any data or copy of the processed data ("Deliverables") sent to MOLECULAR CONNECTIONS and shall destroy such data soon after receiving confirmation from MOLECULAR CONNECTIONS that such Deliverables were received. In addition, REMOTE EMPLOYEE shall destroy all Input Materials, Deliverables, associated data, and printed records immediately after processing the deliverables, unless MOLECULAR CONNECTIONS requests in writing or email that REMOTE EMPLOYEE maintain such data/materials. REMOTE EMPLOYEE shall provide MOLECULAR CONNECTIONS with written notice of compliance within a week period after destruction. Under no circumstances shall REMOTE EMPLOYEE merge or otherwise incorporate the Input Materials or the Deliverables with any other database that REMOTE EMPLOYEE owns, builds, or operates for itself or any third party. Violation of this clause shall be considered a substantial breach of this Agreement.



## 6. QUALITY ASSURANCE

Increasing competition, as well as marketplace and technology changes, have led to the need for MOLECULAR CONNECTIONS to focus on and improve the value-added aspects of its products and services, which include high quality and currency. Given that MOLECULAR CONNECTIONS relies on REMOTE EMPLOYEE to provide input that meets these quality standards, MOLECULAR CONNECTIONS acknowledges its responsibility to communicate the standards to REMOTE

EMPLOYEE and to provide feedback on REMOTE EMPLOYEE' performance in this area. Because the quality standards evolve as the needs of the marketplace dictate, both parties acknowledge that MOLECULAR CONNECTIONS editorial policies and standards for processing data may change over time. MOLECULAR CONNECTIONS will use all reasonable efforts to provide communication and support to REMOTE EMPLOYEE in achieving the goals of high quality and currency. REMOTE EMPLOYEE will use all reasonable efforts to conform to the MOLECULAR CONNECTIONS editorial policies and standards, as communicated by MOLECULAR CONNECTIONS, in order to achieve these goals. REMOTE EMPLOYEE must notify MOLECULAR CONNECTIONS of any process changes to the operation that could potentially impact the quality of Deliverables provided to MOLECULAR CONNECTIONS.

MOLECULAR CONNECTIONS reserves the right to conduct audits of the Deliverables provided to MOLECULAR CONNECTIONS. Should MOLECULAR CONNECTIONS determine, in its own judgment, that the audited Deliverables fail to meet MOLECULAR CONNECTIONS quality standards, MOLECULAR CONNECTIONS shall have the right to treat REMOTE EMPLOYEE' delivery of defective

Repeated instances of partial breach for such cause, as well as other failures to address problems with quality in a timely way, may be treated by MOLECULAR CONNECTIONS as a substantial breach of the Agreement and be one of the grounds for termination. Instances of partial breach/deficient quality may also affect the willingness of MOLECULAR CONNECTIONS to renew this and/or other Agreements with REMOTE EMPLOYEE, as well as enter into any new agreements.

## 7. Remote Employee Location and NDA

To fulfill its obligations under this Agreement, REMOTE EMPLOYEE will sign a non-disclosure agreement with MOLECULAR CONNECTIONS, a template of which is incorporated herein as **Annexure - 3**. REMOTE EMPLOYEE shall be solely responsible for ensuring that it complies with the terms and conditions contained in this Agreement. REMOTE EMPLOYEE shall be liable for any damages to MOLECULAR CONNECTIONS resulting from the failure to comply with the terms and conditions contained in this Agreement. Remote Employee shall inform Molecular Connections the specific address of the Remote Employee location, provide access to the same for any audits under this agreement and also inform Molecular Connections, the details of any personal devices to be used for Molecular Connections work, make such personal device (laptop, computer etc.) available to Molecular Connections team for any technical support or audits under this Agreement, to the extend such personal devices are used to perform work for Molecular Connections.



## 8. DATA AND INTELLECTUAL PROPERTY

- A. Data.** All data and materials (including MOLECULAR CONNECTIONS manuals, indexing guidelines, and other documentation) supplied by MOLECULAR CONNECTIONS shall be and remain the exclusive property of MOLECULAR CONNECTIONS. Furthermore, all data processed by remote employees for MOLECULAR CONNECTIONS shall be and remain the exclusive property of MOLECULAR CONNECTIONS.
- B.** Under no circumstances shall remote employee merge or otherwise incorporate the Input Materials or the Deliverables with any other database that remote employee owns, builds, or operates for itself or any third party. Violation of this clause shall be considered a substantial breach of this Agreement.
- C. Intellectual Property.** "Work Product(s)" means any concept, innovation, discovery, invention, development, process, plan, design, formulation, specification, program, Deliverable, or other matter or work first conceived, made, developed, discovered, or acquired by remote employee (either alone or jointly with others) during the term of this Agreement and as a result of performing services within this Agreement.

Remote employee agrees to promptly disclose to MOLECULAR CONNECTIONS any and all Work Product(s) created, conceived, invented, developed, or otherwise produced by remote employee in carrying out services under this Agreement. Any such Work Product(s) relating to the actual or anticipated activities or businesses of MOLECULAR CONNECTIONS will belong exclusively to MOLECULAR CONNECTIONS. Upon such creation, conception, or invention, and without the need for further consideration, Remote employee assigns and transfers to MOLECULAR CONNECTIONS all of his/her rights to, and title and interest in, any copyright, patent or trademark that Remote employee has or might have in relation to such Work Product(s). Insofar as the assignment of future rights (including rights to derivative works) is permitted by law, Remote employee also assigns and transfers to MOLECULAR CONNECTIONS, without the need for further consideration, all of its future rights in relation to such Work Product(s).

MOLECULAR CONNECTIONS shall have the right to file for copyright, patent, trademark, or other intellectual property rights, at its own expense, on all Work Product(s). REMOTE EMPLOYEE agrees to cooperate with MOLECULAR CONNECTIONS and to execute all proper documents, at the expense of MOLECULAR CONNECTIONS, to enable MOLECULAR CONNECTIONS to obtain such intellectual property rights in the India, United States and other foreign countries. The provisions of this Paragraph shall survive any termination or expiration of this Agreement.

## 9. GENERAL TERMS AND CONDITIONS.

- A. Confidentiality.** All information and documentation disclosed to REMOTE EMPLOYEE by MOLECULAR CONNECTIONS (including manuals, other documentation, and information/processes relating to quality auditing), and all Work Product(s) created, conceived, invented, developed, or otherwise produced by REMOTE EMPLOYEE for MOLECULAR CONNECTIONS, is considered sensitive, confidential, and proprietary ("Proprietary Information").

REMOTE EMPLOYEE agrees hereunder to maintain the Proprietary Information in strictest confidence, including but not limited to, the maintenance of such Proprietary Information as if it were the trade secret of REMOTE EMPLOYEE. Proprietary Information will be used by REMOTE EMPLOYEE only in connection with services rendered under this Agreement. Under no circumstances may the Proprietary Information be used for any other purpose, including but not limited to, distribution by assignment, sale, sublicense, loan or other means of transfer to any third party, and any commercial use, whether paid or unpaid. Upon termination or expiration of this Agreement all Proprietary Information will be, at the discretion of MOLECULAR CONNECTIONS, either immediately returned to MOLECULAR CONNECTIONS or destroyed by REMOTE EMPLOYEE.

REMOTE EMPLOYEE will use its best efforts to prevent disclosure (whether by demonstration or otherwise) of any information provided by MOLECULAR CONNECTIONS hereunder that relates to REMOTE EMPLOYEE' performance under this Agreement. Unless required by law or governmental policy, unauthorized disclosure of the existence of this Agreement, any of the terms or conditions of this Agreement, or the subject matter of this Agreement shall be a substantial breach of this Agreement. Similarly, use of the MOLECULAR CONNECTIONS name, whether verbally, in print, or in electronic format, to solicit business or otherwise identify a relationship between MOLECULAR CONNECTIONS and REMOTE EMPLOYEE shall be a substantial breach of this Agreement. The provisions of this Paragraph will survive any termination or expiration of this Agreement.

- B. Warranty and Indemnification.** REMOTE EMPLOYEE warrants that its services hereunder will be of professional quality conforming to generally accepted practices and the law. REMOTE EMPLOYEE will indemnify MOLECULAR CONNECTIONS against all liability or loss, and against all claims or actions based upon or arising out of, or sustained in connection with, the performance or non-performance of this Agreement. Such indemnification shall be limited to the total amount of payments made by MOLECULAR CONNECTIONS to REMOTE EMPLOYEE under this Agreement.
- C. Compliance & Process Audits.** MOLECULAR CONNECTIONS shall have the right to audit REMOTE EMPLOYEE for compliance of all terms and conditions of this Agreement at any time during the term of this Agreement and for one year thereafter. Should MOLECULAR CONNECTIONS exercise its right to audit, it will do so in an expeditious and non-invasive manner, as is commercially reasonable. The MOLECULAR CONNECTIONS auditors will be chosen at the sole discretion of MOLECULAR CONNECTIONS, and MOLECULAR CONNECTIONS will pay for all of the auditors' costs. Any costs incurred by REMOTE EMPLOYEE before, during, or after the audit will be paid by REMOTE EMPLOYEE. MOLECULAR CONNECTIONS' rights under this section include, but are not limited to, the right to audit all the input, processing or delivery information stored in remote employees computer, laptop or other devices used by REMOTE EMPLOYEE, irrespective of whether any such devices, hardware or software if Molecular Connections supplied or employee owned, database input service operations, Quality Assurance Program for Deliverables and associated records, Staff Training Plan and relevant processes associated with Deliverables, and to assess hardware, software, network/internet, and computer support and security at the REMOTE EMPLOYEE location.

- D. Equipments, Tools and Supplies.** The use of any equipment, software, applications, server access, passwords, logins, data supplies, provided by Molecular Connections are for use by the authorized persons and for purposes relating to Molecular Connections business only. Employees have the duty to take good care of such tools and equipment and shall contact Molecular Connections (technology dept. or manager) if there is any issue with regards to the equipment, software, or connectivity. Any equipment, software or hardware provided by Molecular connections shall be whole and sole property of Molecular connections and Remote employee is required to return back to Molecular connections all the equipment, software or hardware in accepted condition upon termination of his/her employment or at the request of Molecular Connections at any time during the tenure of his/her employment.
- E. Governing Law.** The validity, construction and performance of this Agreement and the legal relations between the parties to this Agreement are governed by and construed in accordance with the laws of the State of Karnataka, Jurisdiction Bangalore.
- F. Severability.** The provisions of this Agreement are severable, and, in the event that any provisions are determined to be invalid or unenforceable under any controlling body of law, such invalidity or unenforceability will not in any way affect the validity or enforceability of the remaining provisions
- G. Waivers.** Any waiver of, or failure to enforce, any breach or provision of this Agreement by either party does not operate nor may it be construed as a subsequent waiver of that breach or provision or of any other breach or provision hereof.
- H. Non-Assignment.** REMOTE EMPLOYEE may not assign ownership of this Agreement to a Third Party without the prior written consent of MOLECULAR CONNECTIONS.
- I. Notices.** Any notice(s) required to be given pursuant to this Agreement must be sent in writing via fax or courier and will be deemed given (i) upon receipt by the transmitting party of confirmation or response if delivery is by fax; or (ii) 2 days after posting if sent by courier. Notices must be sent to the parties at the addresses/fax numbers set forth herein. Both parties agree to provide notice to the other party of any change in address/fax number.
- J. Incorporation of Documents.** **Appointment letter**, Non-Disclosure Agreement and Equipment Usage Acceptance Form, are hereby incorporated into and made part of this Agreement.

## 10. RULES AND REGULATIONS

- 10.1 In addition to the terms and conditions of employment specifically stated herein, you undertake to 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.
- 10.2 Your employment shall also be governed by statutory laws enacted by Central or State Government or local authorities, as may be applicable, from time to time.

## 11. COMPLIANCE WITH APPLICABLE LAWS

- 11.1 You agree to comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to your employment with the Company.
- 11.2 Without limiting the generality of the foregoing, you represent and warrant 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 government official, political party, candidate for political office, or public international organization; 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 government official, political party, candidate for political office, or public international organization, for the purpose of obtaining or retaining any business, or to obtain another unfair advantage, in connection with the Company's business
- 11.3 By signing this Letter of Appointment, you consent to the terms and conditions of the Company Policy, as maybe modified by the Company from time to time at its sole discretion.

## 12. TERMINATION OF EMPLOYMENT

- 12.1 At any time during your probation period, the Company may terminate your employment by giving a prior written notice of 30 (thirty) days or salary in lieu thereof.
- 12.2 Upon confirmation of your employment with the Company, the Company may terminate your employment by giving atleast three (3) months prior notice in writing or payment in lieu of such notice. In the event you desire to terminate your employment with the Company, you shall have to give a prior written notice of three (3) months to the Company. Company reserves right not to accept Notice amount money in lieu of notice period due to business reasons.
- 12.3 In case you do not serve the complete notice period as required by the Company, then the Company will be under no obligation to issue the relieving documents to you or undertake any other relieving formalities.
- 12.4 Your employment with the company may be terminated by the Company without notice or payment in lieu thereof, in case of breach or non-compliance of the terms, conditions or stipulations contained in this Letter, which would be construed as misconduct, or if you are found guilty of any negligence or other misconduct in connection with or affecting the business or affairs of the Company. Termination of your employment for the reasons stated herein would be without prejudice to:
  - 12.4.1 The Company's right to claim the actual damages it has suffered on account of such breach; and
  - 12.4.2 Any other relief to which the Company may be entitled under contract, law or equity.

**12.5 Misconduct will include without limitation:**

- 12.5.1 Habitual absence from service without prior notice in writing and/ or without sufficient cause;
  - 12.5.2 Absence from service without prior notice in writing or without sufficient cause for a period of seven (7) days or more and not rejoining service despite reminder(s) from the Company;
  - 12.5.3 Participating in and/ or abetting the conduct of a strike in contravention of any law;
  - 12.5.4 Causing damage to the reputation or property of the Company;
  - 12.5.5 Breach or non-observance of the terms, conditions or stipulations contained in this Letter;
  - 12.5.6 Breach of the confidentiality/secretcy provisions set out in the Non Disclosure of Confidential Information and Invention Assignment Agreement.
  - 12.5.7 Any criminal or illegal activity breaking laws or any conviction by a court of law
- 12.6 On termination of your employment, the Company shall not have any further liability towards you other than remuneration, allowances and perquisites that have accrued prior to the effective date of termination of employment.
- 12.7 Immediately upon termination of your employment, you shall return to the Company, all property/ies of the Company heretofore provided to you by the Company, or otherwise in your custody, possession or control.
- 12.8 Notwithstanding any provision of this Letter to the contrary, no termination of your employment for any reason whatsoever, shall in any manner operate to terminate, limit or otherwise affect the Company's ownership of any of the rights, properties, privileges granted to the Company hereunder or under any other agreement executed between you and the Company.
- 12.9 On termination of your employment for any reason whatsoever, you shall fully co-operate and provide all assistance as may be necessary or reasonably required by the Company for handing over your job responsibilities and functions to your successor in a manner that ensures continuity in the administration of the Company's affairs.
- 12.10 You shall not solicit or take away, directly or indirectly for any reason, any person, entity or business that was, at any time during your employment or at the time of your termination, a customer or prospective customer of the Company or any of its subsidiaries or affiliates.
- 12.11 You shall not solicit or take away or attempt to solicit or take away, directly or indirectly, any employee of the Company or its subsidiaries or affiliates, either for your own purposes or for any other person or entity.

### 13. GOVERNING LAW AND JURISDICTION

This Letter is governed by and construed in accordance with the laws of India and will be subject to exclusive jurisdiction to the Courts at Bangalore.

### 14. GENERAL

This Letter and your employment are personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. However, the Company may assign this Letter, in part or whole, upon written notice to you.

No delay or failure by the Company to exercise any of its powers, rights or remedies under these terms of Employment shall operate as a waiver of such powers, rights or remedies.

If any provision of this Letter is held by any competent authority to be invalid or unenforceable, the validity of other provisions and the remainder of this Letter shall not be affected.

You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Letter together with the Non-Disclosure of Confidential Information and Invention Assignment Agreement, are the exclusive and entire understanding between the Company and you relating to the subject matter hereof, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

Yours Sincerely,  
**For Molecular Connections Private Limited**

*Jignesh Bhate*

**Name : Jignesh Bhate**  
**Title : Chief Executive Officer**



**Remote Employee Acceptance & Declaration:**

- I shall remain committed to my job responsibilities as an employee and ensure timely deliverance to meet the set expectations and strive for excellence in the achievement of all my KRAs from my home working location;
- I understand that the requirement for me to adhere to all Company policies and procedures as detailed in my appointment letter as well as in the Employee Handbook is unaffected by the fact that I will be working from home away from the office;
- I agree to allow access, by prior arrangement, to my manager, IT staff, portable appliance testing staff and any other Company employee who requires access to perform their duties;
- I understand that the remote working agreement is not a substitute for childcare or other caring responsibilities and that adequate provisions must be made in respect of these;
- I understand that I may be required to attend the office meetings from time to time during my home working hours (e.g. to attend a team review meeting, a training program, a team event, etc.);
- I understand the provision for the home working agreement can be cancelled by the Company if my superiors are unhappy with my performance for not meeting their expectations or for any other business reasons or uncertainties in future.

I have read, understood and agree to all terms and conditions of this letter of Appointment and relating to the remote working arrangement:

**Signature :**

**Date : October 19, 2023**

**Name : Pavithra K R**

**Place :**

**ANNEXURE - 1**

<b>COMPENSATION &amp; BENEFITS STRUCTURE</b>		
<b>NAME</b>	<b>Ms. Pavithra K R</b>	
<b>DESIGNATION</b>	<b>Scientific Analyst</b>	
<b>GRADE</b>	<b>7</b>	
<b>LEVEL</b>	<b>2</b>	
<b>EFFECTIVE DATE</b>	<b>October 23, 2023</b>	
<b>SALARY COMPONENTS</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
<b>A. FIXED COMPONENTS</b>		
Basic + DA	11100	133200
HRA	129	1548
WFH Allowance *	2500	30000
M_Bonus	2220	26640
<b>B. RETIREMENT BENEFITS</b>		
PF (Employer contribution)	1332	15984
Gratuity Contribution	534	6408
<b>C. OTHER BENEFITS</b>		
ESIC ( Employer contribution)	519	6228
<b>MONTHLY CTC ( A+B+C)</b>	<b>18334</b>	
<b>ANNUAL CTC ( A+B+C)</b>		<b>220000</b>

Your compensation has been structured to facilitate better tax planning and increased savings for you during the financial year.

\* Payable subject to achievement of Key work commitments (reference Annexure-2).

Please Note: MC has tie-up only with ICICI and HDFC banks for the salary disbursement for its employees. So, you are expected to open an account with any of these bank's branch if not having one and notify us with the account details along with a proof of copy of passbook or cheque leaf within 15 days of your joining MC.

Signed By:

*Jignesh Bhate*

Date: October 19, 2023

M.S. Mythili



**ANNEXURE - 2**

**1. Remote Employee Key work commitments:**

- REMOTE EMPLOYEE shall contribute a minimum of 80 completed substances per day and monthly volume proportionately.
- The said target of 80 completed substances per day or monthly volume proportionately and set quality standards in terms of no substances errors should be achieved without fail, failure to achieve the target will result in LOP.
- Completed items will by definition mean annotation of the said field criteria defined in the instruction manual or guideline document.
- The said weekly production reports with reference ids are to be communicated to the immediate supervisor within 11.00 AM on every Monday.
- The completed items should pass with a minimum of 95% quality in either internal review process and no feedbacks on substances for a given delivery batch in external review process.
- A 5% increase in production is expected from REMOTE EMPLOYEE every year.
- REMOTE EMPLOYEE will be solely responsible for rework of any items scored down in the feedback review reports. The rework will involve implementing corrections from the emailed review reports. The rework item has to be resubmitted within one working day. And a closure mail response has to be sent to the quality reviewer.
- REMOTE EMPLOYEE will be available for the monthly feedback report review meetings. He/She will make necessary efforts to remain up-to-date on the guideline versioning shared during these meetings and implement them in all subsequent work units.
- REMOTE EMPLOYEE will also be a very integral part of the project management team and contribute substantially to bring to the team managers notice of any new learnings received as part of feedback mail notifications.
- REMOTE EMPLOYEE will undergo training in the Bangalore office for the first 3 months.

**ACCEPTED AND AGREED TO:  
REMOTE EMPLOYEE**

**ACCEPTED AND AGREED TO:  
MOLECULAR CONNECTIONS P LTD**

By :
Name: <b>Pavithra K R</b>
Date : October 19, 2023

By : <i>Jignesh Bhat</i>
Name: <b>Jignesh Bhat</b> <b>Chief Executive Officer</b>
Date : October 19, 2023

**ANNEXURE -3**

**Non-Disclosure Agreement**

I, **Ms. Pavithra K R**, hereby agree that all MOLECULAR CONNECTIONS PVT LTD (hereinafter "MOLECULAR CONNECTIONS")-owned data, information and documentation disclosed to me or developed by me in association with the agreement between MOLECULAR CONNECTIONS and MYSELF will be considered to be sensitive, confidential, and proprietary ("Proprietary Information"). I agree that all information shall be considered Proprietary Information unless indicated otherwise, and I agree to maintain the Proprietary Information in strictest confidence.

I understand and agree that the Proprietary Information may be used only in connection with my employment and only to the extent necessary for MYSELF to fulfill its contractual obligations with MOLECULAR CONNECTIONS. Under no circumstances will I distribute the Proprietary Information for any other purpose, including but not limited to, distribution by assignment, sale, sublicense, loan or other means of transfer to any third party, and any commercial use, whether paid or unpaid.

I understand and agree that I may only disclose Proprietary Information with the employees, agents or representatives of MOLECULAR CONNECTIONS who are bound by a similar requirement of confidentiality. However, I understand that my obligations under this paragraph will not apply to information that:

- A. Is or becomes known to the general public without improper action or inaction by me;
- B. Was rightfully disclosed to me by a third party that is not obligated to MYSELF or MOLECULAR CONNECTIONS to maintain confidentiality, provided that I comply with any restrictions imposed by the third party;
- C. Is disclosed pursuant to a court order, provided the Employee will contact Molecular Connections so that Molecular Connections may seek a protective order, seek another appropriate remedy, or waive the Employees compliance with the Agreement. If Molecular Connections waives the Employees compliance with the Agreement or fails to obtain a protective order or other appropriate remedy, the Employee will furnish only that portion of the Confidential Information that is legally required to be disclosed and will use its best efforts to obtain confidential treatment for such Confidential Information.

I warrant and represent that my affiliation with any company, whether as an employee, officer, director, agent, Remote employee or otherwise, is not such that a conflict of interest would be created by receiving the Proprietary Information covered by this Agreement.

I understand and acknowledge MOLECULAR CONNECTIONS may take all reasonable steps to protect the Proprietary Information, including but not limited to, seeking injunctive relief and any other remedies available at law or in equity in the event that I breach this Agreement.

To be binding, all additions and modifications to this Agreement must be made in writing referencing this Agreement and must be signed by both parties.


**ACCEPTED AND AGREED TO:**

**REMOTE EMPLOYEE**

By :
Name: <b>Pavithra K R</b>
Date: October 19, 2023

**ACCEPTED AND AGREED TO:**

**MOLECULAR CONNECTIONS P LTD**

By : 
Name: <b>Jignesh Bhate</b> <b>Chief Executive Officer</b>
Date: October 19, 2023

DigiSigner Document ID: 81b2323a-3e67-4eb5-b13b-8233f2ec08b1

## Signer

Email: mythili@molecularconnections.com  
IP Address: 122.167.3.28

Email: jignesh@molecularconnections.com  
IP Address: 62.80.122.52

Email: jignesh@molecularconnections.com  
IP Address: 62.80.122.52

Email: jignesh@molecularconnections.com  
IP Address: 62.80.122.52

Email: jignesh@molecularconnections.com  
IP Address: 62.80.122.52

## Signature

M.S. Mythili

*Jignesh Bhate*

*Jignesh Bhate*

*Jignesh Bhate*

*Jignesh Bhate*

August 25, 2024

## LETTER OF APPOINTMENT

**Ms. Prathama H R**  
**32, Kuruba Street,**  
**Mysore,**  
**Karnataka - 571314**

Dear Ms. Prathama H R,

Molecular Connections Private Limited (the "**Company**"), along with its subsidiaries and group companies, is pleased to offer you employment on the following terms and conditions:

### **1. COMMENCEMENT OF EMPLOYMENT**

- 1.1 You are employed by the Company in the position of **Scientific Analyst** subject to the terms and conditions set forth in this Appointment Letter ("**Letter**"). Your employment with the Company shall commence from **September 02, 2024** and be valid until terminated in accordance with the terms set forth in this Letter (the "**Employment Period**").
- 1.2 Your appointment with the Company is subject to satisfactory verification of your certificates and testimonials. In the event that such verification reveals any discrepancy in the statement(s) made in your application to the Company, your services are liable to be terminated forthwith without any notice or compensation. Your employment in the Company is also contingent upon your ability to work for the Company without any restriction/s, i.e., you are not bound by any non-compete obligations or any other restrictive clauses with any of your previous employers.
- 1.3 For joining purposes, you shall report to HR Manager of the Company.

### **MOLECULAR CONNECTIONS PVT. LTD.**

Heritage Building, #59/2 Kaderanahalli, 100 Feet Road, Banashankari 2nd Stage, Bangalore – 560 070.  
Ph.: 080 2669 0145 | Email: [info@molecularconnections.com](mailto:info@molecularconnections.com) | [www.molecularconnections.com](http://www.molecularconnections.com)

- 1.4 You shall, during the Employment Period, be diligent and loyal and devote your professional skills, time, energies and best efforts to the performance of your duties and responsibilities in the Company.
- 1.5 During the Employment Period, you shall not engage in any other employment, consulting or other business activity (whether full-time or part-time or paid or unpaid) By signing this Letter, you expressly undertake that you have no contractual commitments or other legal obligations that would prevent you from performing your duties towards the Company, in any manner whatsoever. Any charitable work needs prior permission of the company
- 1.6 You will initially be on probation for a period of six (6) months from the actual date of joining. The probation period may be reduced or extended by the Company at its sole discretion depending upon your performance without providing any reasons. You will be on probation until your successful completion of the probationary period is confirmed in writing.
- 1.7 **MINIMUM SERVICE PERIOD** – You are required to serve the company for a minimum period of **12 months** including your probation period. Please note that if you decide to leave the Organization before completing the minimum service period, the Company would be entitled to recover the training expenses of **INR 25000/- (Rupees Twenty Five Thousand only)** including notice pay from you as discussed and mutually agreed at the time of your selection.
- 1.8 Retirement age is 60 (sixty) years. This can be modified based on the company's discretion, subject to legal protection available to the employee/
- 1.9 During your employment if you remain absent for a continuous period of eight (8) days without leave or without obtaining the reporting manager's approval in writing, your employment will be deemed to have been voluntarily terminated by you without notice or salary in lieu thereof.

## 2. SALARY, BONUSES, ETC.

- 2.1 You will be remunerated for your services as detailed in **Annexure A** appended to this Letter in accordance with Company's customary payroll procedures. The remuneration shall be reviewed from time to time at the discretion of the Company.
- 2.2 The compensation package will be subject to the usual deductions for tax as required under applicable laws.
- 2.3 The compensation package will be subject to adjustment pursuant to the Company's employee compensation policies in effect from time to time, as may be relevant under applicable law.
- 2.4 The compensation package set forth in Section 2.1 includes compensation for all services rendered under this Letter.
- 2.5 As a regular employee of the Company, you will be eligible to participate in regular health insurance and other employee benefit plans in accordance with the policies established and maintained by the Company from time to time.

## 3. DUTIES AND OTHER ACTIVITIES

- 3.1 You shall, in all respects, carry out and use your best endeavors in carrying out the objectives of the Company and protect its interest in all things to the best of your ability and judgment and devote all your time and attention to the business of the Company.
- 3.2 You are not allowed to undertake other work or business-related activities, except with the prior written consent of the Company, irrespective of whether you receive financial compensation for these activities.

## 4. PLACE OF WORK

- 4.1 Your place of work will be at the Company's office in **Bangalore**. The Company may, after giving you reasonable notice, transfer or assign your services to any place of business of the Company or to any of its parent company, subsidiary, group company, strategic partner/customer, etc. where it may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.

- 4.2 The Company may also require you to complete certain duties or assign your services to any associate company, branch office, subsidiary or other companies, concerns, organizations, or firms with whom the Company may make any such arrangement or enter into an agreement. You may also be required to work at any client premises based in India or overseas, as deemed fit by the Company.

## **5. RULES AND REGULATIONS**

- 5.1 In addition to the terms and conditions of employment specifically stated herein, you undertake to 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.
- 5.2 Your employment shall also be governed by statutory laws enacted by Central or State Government or local authorities, as may be applicable, from time to time.

## **6. COMPLIANCE WITH APPLICABLE LAWS**

- 6.1 You agree to comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to your employment with the Company.
- 6.2 Without limiting the generality of the foregoing, you represent and warrant 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 government official, political party, candidate for political office, or public international organization; 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 government official, political party, candidate for political office, or public international organization, for the purpose of obtaining or retaining any business, or to obtain another unfair advantage, in connection with the Company's business
- 6.3 By signing this Letter of Appointment, you consent to the terms and conditions of the Company Policy, as maybe modified by the Company from time to time at its sole discretion.

## 7. TERMINATION OF EMPLOYMENT

- 7.1 At any time during your probation period, the Company may terminate your employment by giving a prior written notice of 30 (thirty) days or salary in lieu thereof.
- 7.2 Upon confirmation of your employment with the Company, the Company may terminate your employment by giving at least three (3) months prior notice in writing or payment in lieu of such notice. In the event you desire to terminate your employment with the Company, you shall have to give a prior written notice of three (3) months to the Company. Company reserves right not to accept Notice amount money in lieu of notice period due to business reasons.
- 7.3 In case you do not serve the complete notice period as required by the Company, then the Company will be under no obligation to issue the relieving documents to you or undertake any other relieving formalities.
- 7.4 Your employment with the company may be terminated by the Company without notice or payment in lieu thereof, in case of breach or non-compliance of the terms, conditions or stipulations contained in this Letter, which would be construed as misconduct, or if you are found guilty of any negligence or other misconduct in connection with or affecting the business or affairs of the Company. Termination of your employment for the reasons stated herein would be without prejudice to:
  - 7.4.1 The Company's right to claim the actual damages it has suffered on account of such breach; and
  - 7.4.2 Any other relief to which the Company may be entitled under contract, law or equity.
- 7.5 **Misconduct will include without limitation:**
  - 7.5.1 Habitual absence from service without prior notice in writing and/ or without sufficient cause;



- 7.5.2 Absence from service without prior notice in writing or without sufficient cause for a period of seven (7) days or more and not rejoining service despite reminder(s) from the Company;
- 7.5.3 Participating in and/ or abetting the conduct of a strike in contravention of any law;
- 7.5.4 Causing damage to the reputation or property of the Company;
- 7.5.5 Breach or non-observance of the terms, conditions or stipulations contained in this Letter;
- 7.5.6 Breach of the confidentiality/secretcy provisions set out in the Non Disclosure of Confidential Information and Invention Assignment Agreement.
- 7.5.7 Any criminal or illegal activity breaking laws or any conviction by a court of law
- 7.6 On termination of your employment, the Company shall not have any further liability towards you other than remuneration, allowances and perquisites that have accrued prior to the effective date of termination of employment.
- 7.7 Immediately upon termination of your employment, you shall return to the Company, all property/ies of the Company heretofore provided to you by the Company, or otherwise in your custody, possession or control.
- 7.8 Notwithstanding any provision of this Letter to the contrary, no termination of your employment for any reason whatsoever, shall in any manner operate to terminate, limit or otherwise affect the Company's ownership of any of the rights, properties, privileges granted to the Company hereunder or under any other agreement executed between you and the Company.
- 7.9 On termination of your employment for any reason whatsoever, you shall fully cooperate and provide all assistance as may be necessary or reasonably required by the Company for handing over your job responsibilities and functions to your successor in a manner that ensures continuity in the administration of the Company's affairs.

7.10 You shall not solicit or take away, directly or indirectly for any reason, any person, entity or business that was, at any time during your employment or at the time of your termination, a customer or prospective customer of the Company or any of its subsidiaries or affiliates.

7.11 You shall not solicit or take away or attempt to solicit or take away, directly or indirectly, any employee of the Company or its subsidiaries or affiliates, either for your own purposes or for any other person or entity.

## 8. GOVERNING LAW AND JURISDICTION

This Letter is governed by and construed in accordance with the laws of India and will be subject to exclusive jurisdiction to the Courts at Bangalore.

## 9. CONFIDENTIALITY

As an employee of the Company, you will have access to certain confidential information of the Company and you may, during the course of your employment, develop certain information or inventions that will be the property of the Company. To protect the interests of the Company, you will be required to sign the Company's standard "**Non Disclosure of Confidential Information and Invention Assignment Agreement**" as a condition of your employment. The Company hereby instructs and directs you not to bring with you any confidential or proprietary material of any former employer or to violate any other obligations you may have towards any former employer.

During your employment with the Company, you agree to not engage in any employment, business or activity that is in any way competitive with the business or proposed business of the Company. You will disclose to the Company in writing any other gainful employment, business or activity that you are currently associated with or participating in that competes with the business of the Company. You will not assist any other person or organization in competing with the Company or in preparing to engage in competition with the business or proposed business of the Company.

You represent by signing this Letter and/ or the Company's Non Disclosure of Confidential Information and Invention Assignment Agreement and commencement of your employment with the Company, that you will not be violating any agreement currently in place between yourself and current or past employers.

We hope that you will accept our offer to join the Company on the terms of this Letter. You may indicate your agreement with these terms and accept this offer by signing and dating the enclosed duplicate original of this Letter and returning the signed copy to the Company. Your employment is contingent on successful completion of background and reference checks and starting work with the Company.

#### **10. NON SOLICITATION AND NON COMPETITION**

During the term of your employment and for a period of three (3) years immediately thereafter, you agree not to solicit any employee, consultant, customer, vendor or independent contractor of the Company for yourself or on behalf of any other business enterprise, nor shall you induce any employee, consultant, customer, vendor or independent contractor associated with the Company to terminate or breach an employment, contractual or other relationship with the Company.

#### **11. INDEMNIFICATION**

You agree to indemnify the Company and its affiliates/subsidiaries, officers, agents, representatives for any losses or damages sustained by the Company and its affiliates/subsidiaries, officers, agents, representatives, which is caused by or related to your employment in the Company or any breach of any of the provisions contained in this Letter and/ or any other formal agreement executed between you and the Company.

#### **12. GENERAL**

This Letter and your employment are personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. However, the Company may assign this Letter, in part or whole, upon written notice to you.

No delay or failure by the Company to exercise any of its powers, rights or remedies under these terms of Employment shall operate as a waiver of such powers, rights or remedies.

If any provision of this Letter is held by any competent authority to be invalid or unenforceable, the validity of other provisions and the remainder of this Letter shall not be affected.

You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Letter and the Non-Disclosure of Confidential Information and Invention Assignment Agreement, are the exclusive and entire understanding between the Company and you relating to the subject matter hereof, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

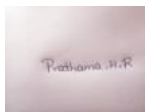
Yours Sincerely,  
**For Molecular Connections Private Limited**

*Jignesh Bhate*

**Name : Jignesh Bhate**  
**Title : Chief Executive Officer**

I have read and hereby accept the terms and conditions of this Letter of Appointment:

Signature:



Name of the Employee: PRATHAMA H R

Date: 26/08/2024

**ANNEXURE - A (TOTAL COMPENSATION & BENEFITS)**

<b>NAME</b>	<b>Ms. Prathama H R</b>	
<b>DESIGNATION</b>	<b>Scientific Analyst</b>	
<b>GRADE</b>	<b>7</b>	
<b>LEVEL</b>	<b>2</b>	
<b>EFFECTIVE DATE</b>	<b>September 02, 2024</b>	
<b>SALARY COMPONENTS</b>		
	<b>MONTHLY</b>	<b>ANNUAL</b>
<b>A.</b>	<b>FIXED COMPONENTS</b>	
	Basic + DA	195600
	M Bonus	39120
<b>B.</b>	<b>RETIREMENT BENEFITS</b>	
	PF (Employer contribution)	21600
	Gratuity Contribution	9420
<b>C.</b>	<b>OTHER BENEFITS</b>	
	ESIC ( Employer contribution)	7632
	<b>MONTHLY CTC ( A+B+C)</b>	<b>22781</b>
	<b>ANNUAL CTC ( A+B+C)</b>	<b>273372</b>

Your compensation has been structured to facilitate better tax planning and increased savings for you during the financial year. Further, additional employee benefits that you would be eligible for (which are not appearing in the above structure) are explained below:

**(i) Food subsidy:**

The Company would pay for subsidizing the food @ 50% of the cost to be paid by you, if you are availing the lunch supplied at the office cafeteria.

Please Note: MC has tie-up only with ICICI and HDFC banks for the salary disbursement for its employees. So, you are expected to open an account with any of these bank's branch if not having one and notify us with the account details along with a proof of copy of passbook or cheque leaf within 15 days of your joining MC.

Signed By: *Jignesh Bhate*

Date: August 25, 2024

M.S.Madhali

Prathama H.R

DigiSigner Document ID: ec938094-e081-4ac4-9659-ad2d635eafe8

## Signer

Email: mythili@molecularconnections.com  
IP Address: 2401:4900:1f27:965e:25d8:6145:fab8:ac89

Email: jignesh@molecularconnections.com  
IP Address: 2405:201:d02e:881d:c120:8680:38b4:489

Email: jignesh@molecularconnections.com  
IP Address: 2405:201:d02e:881d:c120:8680:38b4:489

Email: pprathamahr@gmail.com  
IP Address: 2401:4900:33c0:9d8b:2:2:85f8:5506

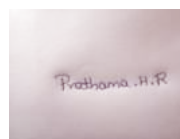
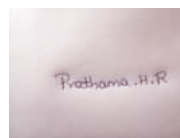
Email: pprathamahr@gmail.com  
IP Address: 2401:4900:33c0:9d8b:2:2:85f8:5506

## Signature

M.S. Mythili

Jignesh Bhate

Jignesh Bhate



Event	User	Time	IP Address
Upload document	hrteam@molecularconnections.com	26/08/24 04:52:43 EDT	14.97.52.2
Open document	hrteam@molecularconnections.com	26/08/24 04:52:45 EDT	14.97.52.2
Close document	hrteam@molecularconnections.com	26/08/24 04:53:13 EDT	14.97.52.2
Send for signing	hrteam@molecularconnections.com	26/08/24 05:51:41 EDT	14.97.52.2
Open document	mythili@molecularconnections.com	26/08/24 05:56:38 EDT	2401:4900:1f27:965e:25d8:6145:fab8:ac89
Sign document	mythili@molecularconnections.com	26/08/24 05:56:48 EDT	2401:4900:1f27:965e:25d8:6145:fab8:ac89
Close document	mythili@molecularconnections.com	26/08/24 05:56:48 EDT	2401:4900:1f27:965e:25d8:6145:fab8:ac89
Open document	jignesh@molecularconnections.com	26/08/24 07:32:06 EDT	2405:201:d02e:881d:c120:8680:38b4:489
Sign document	jignesh@molecularconnections.com	26/08/24 07:32:19 EDT	2405:201:d02e:881d:c120:8680:38b4:489
Close document	jignesh@molecularconnections.com	26/08/24 07:32:19 EDT	2405:201:d02e:881d:c120:8680:38b4:489
Open document	pprathamahr@gmail.com	26/08/24 07:34:22 EDT	2401:4900:33c0:9d8b:2:2:85f8:5506
Open document	pprathamahr@gmail.com	26/08/24 07:37:03 EDT	2401:4900:33c0:9d8b:2:2:85f8:5506
Open document	pprathamahr@gmail.com	26/08/24 07:42:32 EDT	2401:4900:33c0:9d8b:2:2:85f8:5506

Sign document	pprathamahr@gmail.com	26/08/24 07:51:57 EDT	2401:4900:33c0:9d8b:2:2:85f 8:5506
Close document	pprathamahr@gmail.com	26/08/24 07:51:57 EDT	2401:4900:33c0:9d8b:2:2:85f 8:5506

August 25, 2024

## LETTER OF APPOINTMENT

**Ms. Rakshitha D**  
**#30, Hediya, Mysore,**  
**Karnataka – 571121**

Dear Ms. Rakshitha D,

Molecular Connections Private Limited (the “**Company**”), along with its subsidiaries and group companies, is pleased to offer you employment on the following terms and conditions:

### **1. COMMENCEMENT OF EMPLOYMENT**

- 1.1 You are employed by the Company in the position of **Scientific Analyst** subject to the terms and conditions set forth in this Appointment Letter (“**Letter**”). Your employment with the Company shall commence from **September 02, 2024** and be valid until terminated in accordance with the terms set forth in this Letter (the “**Employment Period**”).
- 1.2 Your appointment with the Company is subject to satisfactory verification of your certificates and testimonials. In the event that such verification reveals any discrepancy in the statement(s) made in your application to the Company, your services are liable to be terminated forthwith without any notice or compensation. Your employment in the Company is also contingent upon your ability to work for the Company without any restriction/s, i.e., you are not bound by any non-compete obligations or any other restrictive clauses with any of your previous employers.
- 1.3 For joining purposes, you shall report to HR Manager of the Company.

### **MOLECULAR CONNECTIONS PVT. LTD.**

Heritage Building, #59/2 Kaderanahalli, 100 Feet Road, Banashankari 2nd Stage, Bangalore – 560 070.  
Ph.: 080 2669 0145 | Email: [info@molecularconnections.com](mailto:info@molecularconnections.com) | [www.molecularconnections.com](http://www.molecularconnections.com)



- 1.4 You shall, during the Employment Period, be diligent and loyal and devote your professional skills, time, energies and best efforts to the performance of your duties and responsibilities in the Company.
- 1.5 During the Employment Period, you shall not engage in any other employment, consulting or other business activity (whether full-time or part-time or paid or unpaid) By signing this Letter, you expressly undertake that you have no contractual commitments or other legal obligations that would prevent you from performing your duties towards the Company, in any manner whatsoever. Any charitable work needs prior permission of the company
- 1.6 You will initially be on probation for a period of six (6) months from the actual date of joining. The probation period may be reduced or extended by the Company at its sole discretion depending upon your performance without providing any reasons. You will be on probation until your successful completion of the probationary period is confirmed in writing.
- 1.7 **MINIMUM SERVICE PERIOD** – You are required to serve the company for a minimum period of **12 months** including your probation period. Please note that if you decide to leave the Organization before completing the minimum service period, the Company would be entitled to recover the training expenses of **INR 25000/- (Rupees Twenty Five Thousand only)** including notice pay from you as discussed and mutually agreed at the time of your selection.
- 1.8 Retirement age is 60 (sixty) years. This can be modified based on the company's discretion, subject to legal protection available to the employee/
- 1.9 During your employment if you remain absent for a continuous period of eight (8) days without leave or without obtaining the reporting manager's approval in writing, your employment will be deemed to have been voluntarily terminated by you without notice or salary in lieu thereof.

## 2. SALARY, BONUSES, ETC.

- 2.1 You will be remunerated for your services as detailed in **Annexure A** appended to this Letter in accordance with Company's customary payroll procedures. The remuneration shall be reviewed from time to time at the discretion of the Company.
- 2.2 The compensation package will be subject to the usual deductions for tax as required under applicable laws.
- 2.3 The compensation package will be subject to adjustment pursuant to the Company's employee compensation policies in effect from time to time, as may be relevant under applicable law.
- 2.4 The compensation package set forth in Section 2.1 includes compensation for all services rendered under this Letter.
- 2.5 As a regular employee of the Company, you will be eligible to participate in regular health insurance and other employee benefit plans in accordance with the policies established and maintained by the Company from time to time.

## 3. DUTIES AND OTHER ACTIVITIES

- 3.1 You shall, in all respects, carry out and use your best endeavors in carrying out the objectives of the Company and protect its interest in all things to the best of your ability and judgment and devote all your time and attention to the business of the Company.
- 3.2 You are not allowed to undertake other work or business-related activities, except with the prior written consent of the Company, irrespective of whether you receive financial compensation for these activities.

## 4. PLACE OF WORK

- 4.1 Your place of work will be at the Company's office in **Bangalore**. The Company may, after giving you reasonable notice, transfer or assign your services to any place of business of the Company or to any of its parent company, subsidiary, group company, strategic partner/customer, etc. where it may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.

- 4.2 The Company may also require you to complete certain duties or assign your services to any associate company, branch office, subsidiary or other companies, concerns, organizations, or firms with whom the Company may make any such arrangement or enter into an agreement. You may also be required to work at any client premises based in India or overseas, as deemed fit by the Company.

## **5. RULES AND REGULATIONS**

- 5.1 In addition to the terms and conditions of employment specifically stated herein, you undertake to 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.
- 5.2 Your employment shall also be governed by statutory laws enacted by Central or State Government or local authorities, as may be applicable, from time to time.

## **6. COMPLIANCE WITH APPLICABLE LAWS**

- 6.1 You agree to comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to your employment with the Company.
- 6.2 Without limiting the generality of the foregoing, you represent and warrant 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 government official, political party, candidate for political office, or public international organization; 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 government official, political party, candidate for political office, or public international organization, for the purpose of obtaining or retaining any business, or to obtain another unfair advantage, in connection with the Company's business
- 6.3 By signing this Letter of Appointment, you consent to the terms and conditions of the Company Policy, as maybe modified by the Company from time to time at its sole discretion.

## 7. TERMINATION OF EMPLOYMENT

- 7.1 At any time during your probation period, the Company may terminate your employment by giving a prior written notice of 30 (thirty) days or salary in lieu thereof.
- 7.2 Upon confirmation of your employment with the Company, the Company may terminate your employment by giving at least three (3) months prior notice in writing or payment in lieu of such notice. In the event you desire to terminate your employment with the Company, you shall have to give a prior written notice of three (3) months to the Company. Company reserves right not to accept Notice amount money in lieu of notice period due to business reasons.
- 7.3 In case you do not serve the complete notice period as required by the Company, then the Company will be under no obligation to issue the relieving documents to you or undertake any other relieving formalities.
- 7.4 Your employment with the company may be terminated by the Company without notice or payment in lieu thereof, in case of breach or non-compliance of the terms, conditions or stipulations contained in this Letter, which would be construed as misconduct, or if you are found guilty of any negligence or other misconduct in connection with or affecting the business or affairs of the Company. Termination of your employment for the reasons stated herein would be without prejudice to:
  - 7.4.1 The Company's right to claim the actual damages it has suffered on account of such breach; and
  - 7.4.2 Any other relief to which the Company may be entitled under contract, law or equity.
- 7.5 **Misconduct will include without limitation:**
  - 7.5.1 Habitual absence from service without prior notice in writing and/ or without sufficient cause;

- 7.5.2 Absence from service without prior notice in writing or without sufficient cause for a period of seven (7) days or more and not rejoining service despite reminder(s) from the Company;
- 7.5.3 Participating in and/ or abetting the conduct of a strike in contravention of any law;
- 7.5.4 Causing damage to the reputation or property of the Company;
- 7.5.5 Breach or non-observance of the terms, conditions or stipulations contained in this Letter;
- 7.5.6 Breach of the confidentiality/secretcy provisions set out in the Non Disclosure of Confidential Information and Invention Assignment Agreement.
- 7.5.7 Any criminal or illegal activity breaking laws or any conviction by a court of law
- 7.6 On termination of your employment, the Company shall not have any further liability towards you other than remuneration, allowances and perquisites that have accrued prior to the effective date of termination of employment.
- 7.7 Immediately upon termination of your employment, you shall return to the Company, all property/ies of the Company heretofore provided to you by the Company, or otherwise in your custody, possession or control.
- 7.8 Notwithstanding any provision of this Letter to the contrary, no termination of your employment for any reason whatsoever, shall in any manner operate to terminate, limit or otherwise affect the Company's ownership of any of the rights, properties, privileges granted to the Company hereunder or under any other agreement executed between you and the Company.
- 7.9 On termination of your employment for any reason whatsoever, you shall fully cooperate and provide all assistance as may be necessary or reasonably required by the Company for handing over your job responsibilities and functions to your successor in a manner that ensures continuity in the administration of the Company's affairs.

7.10 You shall not solicit or take away, directly or indirectly for any reason, any person, entity or business that was, at any time during your employment or at the time of your termination, a customer or prospective customer of the Company or any of its subsidiaries or affiliates.

7.11 You shall not solicit or take away or attempt to solicit or take away, directly or indirectly, any employee of the Company or its subsidiaries or affiliates, either for your own purposes or for any other person or entity.

## 8. GOVERNING LAW AND JURISDICTION

This Letter is governed by and construed in accordance with the laws of India and will be subject to exclusive jurisdiction to the Courts at Bangalore.

## 9. CONFIDENTIALITY

As an employee of the Company, you will have access to certain confidential information of the Company and you may, during the course of your employment, develop certain information or inventions that will be the property of the Company. To protect the interests of the Company, you will be required to sign the Company's standard "**Non Disclosure of Confidential Information and Invention Assignment Agreement**" as a condition of your employment. The Company hereby instructs and directs you not to bring with you any confidential or proprietary material of any former employer or to violate any other obligations you may have towards any former employer.

During your employment with the Company, you agree to not engage in any employment, business or activity that is in any way competitive with the business or proposed business of the Company. You will disclose to the Company in writing any other gainful employment, business or activity that you are currently associated with or participating in that competes with the business of the Company. You will not assist any other person or organization in competing with the Company or in preparing to engage in competition with the business or proposed business of the Company.

You represent by signing this Letter and/ or the Company's Non Disclosure of Confidential Information and Invention Assignment Agreement and commencement of your employment with the Company, that you will not be violating any agreement currently in place between yourself and current or past employers.

We hope that you will accept our offer to join the Company on the terms of this Letter. You may indicate your agreement with these terms and accept this offer by signing and dating the enclosed duplicate original of this Letter and returning the signed copy to the Company. Your employment is contingent on successful completion of background and reference checks and starting work with the Company.

#### **10. NON SOLICITATION AND NON COMPETITION**

During the term of your employment and for a period of three (3) years immediately thereafter, you agree not to solicit any employee, consultant, customer, vendor or independent contractor of the Company for yourself or on behalf of any other business enterprise, nor shall you induce any employee, consultant, customer, vendor or independent contractor associated with the Company to terminate or breach an employment, contractual or other relationship with the Company.

#### **11. INDEMNIFICATION**

You agree to indemnify the Company and its affiliates/subsidiaries, officers, agents, representatives for any losses or damages sustained by the Company and its affiliates/subsidiaries, officers, agents, representatives, which is caused by or related to your employment in the Company or any breach of any of the provisions contained in this Letter and/ or any other formal agreement executed between you and the Company.

#### **12. GENERAL**

This Letter and your employment are personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. However, the Company may assign this Letter, in part or whole, upon written notice to you.

No delay or failure by the Company to exercise any of its powers, rights or remedies under these terms of Employment shall operate as a waiver of such powers, rights or remedies.

If any provision of this Letter is held by any competent authority to be invalid or unenforceable, the validity of other provisions and the remainder of this Letter shall not be affected.

You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

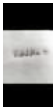
This Letter and the Non-Disclosure of Confidential Information and Invention Assignment Agreement, are the exclusive and entire understanding between the Company and you relating to the subject matter hereof, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

Yours Sincerely,  
**For Molecular Connections Private Limited**

*Jignesh Bhate*

**Name : Jignesh Bhate**  
**Title : Chief Executive Officer**

I have read and hereby accept the terms and conditions of this Letter of Appointment:

Signature: 

Name of the Employee: Rakshitha D

Date: 26/08/2024



**ANNEXURE - A (TOTAL COMPENSATION & BENEFITS)**

<b>NAME</b>	<b>Ms. Rakshitha D</b>	
<b>DESIGNATION</b>	<b>Scientific Analyst</b>	
<b>GRADE</b>	<b>7</b>	
<b>LEVEL</b>	<b>2</b>	
<b>EFFECTIVE DATE</b>	<b>September 02, 2024</b>	
<b>SALARY COMPONENTS</b>		
	<b>MONTHLY</b>	<b>ANNUAL</b>
<b>A.</b>	<b>FIXED COMPONENTS</b>	
	Basic + DA	195600
	M Bonus	39120
<b>B.</b>	<b>RETIREMENT BENEFITS</b>	
	PF (Employer contribution)	21600
	Gratuity Contribution	9420
<b>C.</b>	<b>OTHER BENEFITS</b>	
	ESIC ( Employer contribution)	7632
	<b>MONTHLY CTC ( A+B+C)</b>	<b>22781</b>
	<b>ANNUAL CTC ( A+B+C)</b>	<b>273372</b>

Your compensation has been structured to facilitate better tax planning and increased savings for you during the financial year. Further, additional employee benefits that you would be eligible for (which are not appearing in the above structure) are explained below:

**(i) Food subsidy:**

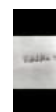
The Company would pay for subsidizing the food @ 50% of the cost to be paid by you, if you are availing the lunch supplied at the office cafeteria.

Please Note: MC has tie-up only with ICICI and HDFC banks for the salary disbursement for its employees. So, you are expected to open an account with any of these bank's branch if not having one and notify us with the account details along with a proof of copy of passbook or cheque leaf within 15 days of your joining MC.

Signed By: *Jignesh Bhat*

Date: August 25, 2024

M.S.Madhali



DigiSigner Document ID: e98c7eb8-08c2-46ef-97b2-ea2154b3422a

## Signer

Email: mythili@molecularconnections.com  
IP Address: 2401:4900:1f27:965e:25d8:6145:fab8:ac89

Email: jignesh@molecularconnections.com  
IP Address: 2405:201:d02e:881d:c120:8680:38b4:489

Email: jignesh@molecularconnections.com  
IP Address: 2405:201:d02e:881d:c120:8680:38b4:489

Email: rakshidore16@gmail.com  
IP Address: 2409:40f2:201d:c733:c011:4c31:f3f2:9f19

Email: rakshidore16@gmail.com  
IP Address: 2409:40f2:201d:c733:c011:4c31:f3f2:9f19

## Signature

M.S. Mythili

Jignesh Bhate

Jignesh Bhate



Event	User	Time	IP Address
Upload document	hrteam@molecularconnections.com	8/26/24 5:03:52 AM EDT	14.97.52.2
Open document	hrteam@molecularconnections.com	8/26/24 5:03:54 AM EDT	14.97.52.2
Close document	hrteam@molecularconnections.com	8/26/24 5:04:26 AM EDT	14.97.52.2
Send for signing	hrteam@molecularconnections.com	8/26/24 5:53:51 AM EDT	14.97.52.2
Open document	mythili@molecularconnections.com	8/26/24 5:55:32 AM EDT	2401:4900:1f27:965e:25d8:6145:fab8:ac89
Sign document	mythili@molecularconnections.com	8/26/24 5:55:42 AM EDT	2401:4900:1f27:965e:25d8:6145:fab8:ac89
Close document	mythili@molecularconnections.com	8/26/24 5:55:42 AM EDT	2401:4900:1f27:965e:25d8:6145:fab8:ac89
Open document	jignesh@molecularconnections.com	8/26/24 7:33:18 AM EDT	2405:201:d02e:881d:c120:8680:38b4:489
Sign document	jignesh@molecularconnections.com	8/26/24 7:33:33 AM EDT	2405:201:d02e:881d:c120:8680:38b4:489
Close document	jignesh@molecularconnections.com	8/26/24 7:33:33 AM EDT	2405:201:d02e:881d:c120:8680:38b4:489
Open document	rakshidore16@gmail.com	8/26/24 7:37:22 AM EDT	2409:40f2:201d:c733:c011:4c31:f3f2:9f19
Download document	rakshidore16@gmail.com	8/26/24 7:38:17 AM EDT	2409:40f2:201d:c733:c011:4c31:f3f2:9f19
Sign document	rakshidore16@gmail.com	8/26/24 7:48:13 AM EDT	2409:40f2:201d:c733:c011:4c31:f3f2:9f19
Close document	rakshidore16@gmail.com	8/26/24 7:48:13 AM EDT	2409:40f2:201d:c733:c011:4c31:f3f2:9f19

October 19, 2023

## **LETTER OF APPOINTMENT – REMOTE EMPLOYMENT**

**Mr. Sharath B K,  
B.R Kaval 1st Colony, Hanagodu Post,  
Hunsur Taluk, Mysore, Karnataka-571105**

**Dear Mr. Sharath B K,**

Molecular Connections Private Limited (the “**Company**”), along with its subsidiaries and group companies, is pleased to offer you employment on the following terms and conditions:

### **1. COMMENCEMENT OF EMPLOYMENT**

- 1.1 You will be employed by the Company on remote working basis (REMOTE EMPLOYEE) in the position of **Scientific Analyst** subject to the terms and conditions set forth in this Appointment Letter (“**Letter**”). Your employment with the Company shall commence from **October 23, 2023** and be valid until terminated in accordance with the terms set forth in this Letter (the “**Employment Period**”).
- 1.2 Your appointment as a REMOTE EMPLOYEE of the Company is subject to satisfactory verification of your certificates and testimonials. In the event that such verification reveals any discrepancy in the statement(s) made in your application to the Company, your services are liable to be terminated forthwith without any notice or compensation. Your employment in the Company is also contingent upon your ability to work for the Company without any restriction/s, i.e., you are not bound by any non-compete obligations or any other restrictive clauses with any of your previous employers.
- 1.3 For joining purposes, you shall report to HR Manager of the Company.

### **MOLECULAR CONNECTIONS PVT. LTD.**

Heritage Building, #59/2 Kaderanahalli, 100 Feet Road, Banashankari 2nd Stage, Bangalore – 560 070.

Ph.: 080 2669 0145 | Email: [info@molecularconnections.com](mailto:info@molecularconnections.com) | [www.molecularconnections.com](http://www.molecularconnections.com)

- 1.4 You shall, during the Employment Period, be diligent and loyal and devote your professional skills, time, energies and best efforts to the performance of your duties and responsibilities in the Company.
- 1.5 During the Employment Period, you shall not engage in any other employment, consulting or other business activity (whether full-time or part-time or paid or unpaid) By signing this Letter, you expressly undertake that you have no contractual commitments or other legal obligations that would prevent you from performing your duties towards the Company, in any manner whatsoever. Any charitable work needs prior permission of the company
- 1.6 You will initially be on probation for a period of six (6) months from the actual date of joining. The probation period may be reduced or extended by the Company at its sole discretion depending upon your performance without providing any reasons. You will be on probation until your successful completion of the probationary period is confirmed in writing.
- 1.7 **MINIMUM SERVICE PERIOD** – You are required to serve the company for a minimum period of **12 months** including your probation period. Please note that if you decide to leave the Organization before completing the minimum service period, the Company would be entitled to recover the training expenses of **INR 25000/- (Rupees Twenty Five Thousand Only)** including notice pay from you as discussed and mutually agreed at the time of your selection.
- 1.8 Retirement age is 60 (sixty) years. This can be modified based on the company's discretion, subject to legal protection available to the employee.
- 1.9 During your employment if you remain absent for a continuous period of eight (8) days without leave or without obtaining the reporting manager's approval in writing, your employment will be deemed to have been voluntarily terminated by you without notice or salary in lieu thereof.

## 2. SALARY, BONUSES, ETC.

- 2.1 You will be remunerated for your services as detailed in **Annexure - 1** appended to this Letter in accordance with Company's customary payroll procedures. The remuneration shall be reviewed from time to time at the discretion of the Company.
- 2.2 The compensation package will be subject to the usual deductions for tax as required under applicable laws.
- 2.3 The compensation package will be subject to adjustment pursuant to the Company's employee compensation policies in effect from time to time, as may be relevant under applicable law.

- 2.4 The compensation package set forth in Section 2.1 includes compensation for all services rendered under this Letter.
- 2.5 As a regular employee of the Company, you will be eligible to participate in regular health insurance and other employee benefit plans in accordance with the policies established and maintained by the Company from time to time.

### 3. DUTIES AND OTHER ACTIVITIES

- 3.1 You shall, in all respects, carry out and use your best endeavors in carrying out the objectives of the Company and protect its interest in all things to the best of your ability and judgment and devote all your time and attention to the business of the Company.
- 3.2 You are not allowed to undertake other work or business-related activities, except with the prior written consent of the Company, irrespective of whether you receive financial compensation for these activities.

### 4. PLACE OF WORK: You will be engaged as a remote employee of Molecular Connections (working from home). The terms and conditions of the remote working contract are as given below:

- 4.1 **Non-competition and Non-solicitation and Prohibited Third Party Contacts.** During the term of this Agreement (including any Renewal Term), you will work exclusively for Molecular Connections and shall not associate with any other Company either directly or indirectly. You shall also not engage in any other business activities with companies, institutes, organizations or any other form of entities which directly or indirectly compete with MOLECULAR CONNECTIONS. During and for three (3) years after the date of termination of this Agreement, you shall not engage in any business activities that conflicts this clause. Also, during and for three (3) years after the date of termination of this Agreement, you shall not entice away or cause to entice away directly or indirectly, any person/entity including an employee, remote employee, customer, vendor, who is in the habit of dealing with the company.
- 4.2 The Company may also require you to complete certain duties or assign your services to any associate company, branch office, subsidiary or other companies, concerns, organizations, or firms with whom the Company may make any such arrangement or enter into an agreement. You may also be required to work at any client premises based in India or overseas, as deemed fit by the Company.
- 4.3 **Termination of Remote Agreement.** At any point of time, Molecular Connections in its sole discretion and upon reasonable notice can cancel this remote working Agreement and ask the remote working employee to revert to the regular working employee environment and report at its office.

- 4.4 **Destruction of Data Upon Termination.** Upon termination of the employment, remote employee shall (at the option of MOLECULAR CONNECTIONS) erase or otherwise destroy all MOLECULAR CONNECTIONS related data and provide MOLECULAR CONNECTIONS with written notice of compliance within a Three (3) week period after termination of employment.

After notice of compliance is received by MOLECULAR CONNECTIONS, MC in its sole discretion but no later than six (6) weeks after receipt of such notice, MOLECULAR CONNECTIONS will verify the destruction of data by visiting the location of remote working employee. After any termination, Remote employee also shall return all the company's equipment, tools and supplies (hardware, devices, software, applications, logins and passwords, access to servers etc.) back to the MOLECULAR CONNECTIONS in good and proper condition. No relieving letter shall be issued to the remote employee unless the requirements of the appointment letter and this Agreement are fulfilled by the remote employee. In addition, MOLECULAR CONNECTIONS may take other legal actions to recover the company property from the Remote employee. Termination of Remote Agreement. At any point of time, Molecular Connections in its sole discretion and upon reasonable notice can cancel this remote working Agreement and ask the remote working employee to revert to the regular working employee environment and report at its office.

## 5. SERVICES.

**Research Analysis.** Under this Agreement, MOLECULAR CONNECTIONS is responsible for providing, on a continuous basis, to the REMOTE EMPLOYEE scientific literature (Patents, Research articles, etc.) in electronic format (collectively, "Input Materials"), and REMOTE EMPLOYEE is responsible for analyzing such Input Materials and developing scientific content that meets the acceptable standards specified for submission to the clients of MOLECULAR CONNECTIONS. REMOTE EMPLOYEE shall follow the specifications detailed in **Annexure - 2** for this purpose. The Remote employee shall maintain all the documents and treat the database login as highly confidential and must not disclose or discuss with anyone other than Company representative supervising the work. REMOTE EMPLOYEE shall not maintain any data or copy of the processed data ("Deliverables") sent to MOLECULAR CONNECTIONS and shall destroy such data soon after receiving confirmation from MOLECULAR CONNECTIONS that such Deliverables were received. In addition, REMOTE EMPLOYEE shall destroy all Input Materials, Deliverables, associated data, and printed records immediately after processing the deliverables, unless MOLECULAR CONNECTIONS requests in writing or email that REMOTE EMPLOYEE maintain such data/materials. REMOTE EMPLOYEE shall provide MOLECULAR CONNECTIONS with written notice of compliance within a week period after destruction. Under no circumstances shall REMOTE EMPLOYEE merge or otherwise incorporate the Input Materials or the Deliverables with any other database that REMOTE EMPLOYEE owns, builds, or operates for itself or any third party. Violation of this clause shall be considered a substantial breach of this Agreement.



## 6. QUALITY ASSURANCE

Increasing competition, as well as marketplace and technology changes, have led to the need for MOLECULAR CONNECTIONS to focus on and improve the value-added aspects of its products and services, which include high quality and currency. Given that MOLECULAR CONNECTIONS relies on REMOTE EMPLOYEE to provide input that meets these quality standards, MOLECULAR CONNECTIONS acknowledges its responsibility to communicate the standards to REMOTE

EMPLOYEE and to provide feedback on REMOTE EMPLOYEE' performance in this area. Because the quality standards evolve as the needs of the marketplace dictate, both parties acknowledge that MOLECULAR CONNECTIONS editorial policies and standards for processing data may change over time. MOLECULAR CONNECTIONS will use all reasonable efforts to provide communication and support to REMOTE EMPLOYEE in achieving the goals of high quality and currency. REMOTE EMPLOYEE will use all reasonable efforts to conform to the MOLECULAR CONNECTIONS editorial policies and standards, as communicated by MOLECULAR CONNECTIONS, in order to achieve these goals. REMOTE EMPLOYEE must notify MOLECULAR CONNECTIONS of any process changes to the operation that could potentially impact the quality of Deliverables provided to MOLECULAR CONNECTIONS.

MOLECULAR CONNECTIONS reserves the right to conduct audits of the Deliverables provided to MOLECULAR CONNECTIONS. Should MOLECULAR CONNECTIONS determine, in its own judgment, that the audited Deliverables fail to meet MOLECULAR CONNECTIONS quality standards, MOLECULAR CONNECTIONS shall have the right to treat REMOTE EMPLOYEE' delivery of defective

Repeated instances of partial breach for such cause, as well as other failures to address problems with quality in a timely way, may be treated by MOLECULAR CONNECTIONS as a substantial breach of the Agreement and be one of the grounds for termination. Instances of partial breach/deficient quality may also affect the willingness of MOLECULAR CONNECTIONS to renew this and/or other Agreements with REMOTE EMPLOYEE, as well as enter into any new agreements.

## 7. Remote Employee Location and NDA

To fulfill its obligations under this Agreement, REMOTE EMPLOYEE will sign a non-disclosure agreement with MOLECULAR CONNECTIONS, a template of which is incorporated herein as **Annexure - 3**. REMOTE EMPLOYEE shall be solely responsible for ensuring that it complies with the terms and conditions contained in this Agreement. REMOTE EMPLOYEE shall be liable for any damages to MOLECULAR CONNECTIONS resulting from the failure to comply with the terms and conditions contained in this Agreement. Remote Employee shall inform Molecular Connections the specific address of the Remote Employee location, provide access to the same for any audits under this agreement and also inform Molecular Connections, the details of any personal devices to be used for Molecular Connections work, make such personal device (laptop, computer etc.) available to Molecular Connections team for any technical support or audits under this Agreement, to the extend such personal devices are used to perform work for Molecular Connections.

## 8. DATA AND INTELLECTUAL PROPERTY

- A. Data.** All data and materials (including MOLECULAR CONNECTIONS manuals, indexing guidelines, and other documentation) supplied by MOLECULAR CONNECTIONS shall be and remain the exclusive property of MOLECULAR CONNECTIONS. Furthermore, all data processed by remote employees for MOLECULAR CONNECTIONS shall be and remain the exclusive property of MOLECULAR CONNECTIONS.
- B.** Under no circumstances shall remote employee merge or otherwise incorporate the Input Materials or the Deliverables with any other database that remote employee owns, builds, or operates for itself or any third party. Violation of this clause shall be considered a substantial breach of this Agreement.
- C. Intellectual Property.** "Work Product(s)" means any concept, innovation, discovery, invention, development, process, plan, design, formulation, specification, program, Deliverable, or other matter or work first conceived, made, developed, discovered, or acquired by remote employee (either alone or jointly with others) during the term of this Agreement and as a result of performing services within this Agreement.

Remote employee agrees to promptly disclose to MOLECULAR CONNECTIONS any and all Work Product(s) created, conceived, invented, developed, or otherwise produced by remote employee in carrying out services under this Agreement. Any such Work Product(s) relating to the actual or anticipated activities or businesses of MOLECULAR CONNECTIONS will belong exclusively to MOLECULAR CONNECTIONS. Upon such creation, conception, or invention, and without the need for further consideration, Remote employee assigns and transfers to MOLECULAR CONNECTIONS all of his/her rights to, and title and interest in, any copyright, patent or trademark that Remote employee has or might have in relation to such Work Product(s). Insofar as the assignment of future rights (including rights to derivative works) is permitted by law, Remote employee also assigns and transfers to MOLECULAR CONNECTIONS, without the need for further consideration, all of its future rights in relation to such Work Product(s).

MOLECULAR CONNECTIONS shall have the right to file for copyright, patent, trademark, or other intellectual property rights, at its own expense, on all Work Product(s). REMOTE EMPLOYEE agrees to cooperate with MOLECULAR CONNECTIONS and to execute all proper documents, at the expense of MOLECULAR CONNECTIONS, to enable MOLECULAR CONNECTIONS to obtain such intellectual property rights in the India, United States and other foreign countries. The provisions of this Paragraph shall survive any termination or expiration of this Agreement.

## 9. GENERAL TERMS AND CONDITIONS.

- A. Confidentiality.** All information and documentation disclosed to REMOTE EMPLOYEE by MOLECULAR CONNECTIONS (including manuals, other documentation, and information/processes relating to quality auditing), and all Work Product(s) created, conceived, invented, developed, or otherwise produced by REMOTE EMPLOYEE for MOLECULAR CONNECTIONS, is considered sensitive, confidential, and proprietary ("Proprietary Information").



REMOTE EMPLOYEE agrees hereunder to maintain the Proprietary Information in strictest confidence, including but not limited to, the maintenance of such Proprietary Information as if it were the trade secret of REMOTE EMPLOYEE. Proprietary Information will be used by REMOTE EMPLOYEE only in connection with services rendered under this Agreement. Under no circumstances may the Proprietary Information be used for any other purpose, including but not limited to, distribution by assignment, sale, sublicense, loan or other means of transfer to any third party, and any commercial use, whether paid or unpaid. Upon termination or expiration of this Agreement all Proprietary Information will be, at the discretion of MOLECULAR CONNECTIONS, either immediately returned to MOLECULAR CONNECTIONS or destroyed by REMOTE EMPLOYEE.

REMOTE EMPLOYEE will use its best efforts to prevent disclosure (whether by demonstration or otherwise) of any information provided by MOLECULAR CONNECTIONS hereunder that relates to REMOTE EMPLOYEE' performance under this Agreement. Unless required by law or governmental policy, unauthorized disclosure of the existence of this Agreement, any of the terms or conditions of this Agreement, or the subject matter of this Agreement shall be a substantial breach of this Agreement. Similarly, use of the MOLECULAR CONNECTIONS name, whether verbally, in print, or in electronic format, to solicit business or otherwise identify a relationship between MOLECULAR CONNECTIONS and REMOTE EMPLOYEE shall be a substantial breach of this Agreement. The provisions of this Paragraph will survive any termination or expiration of this Agreement.

- B. Warranty and Indemnification.** REMOTE EMPLOYEE warrants that its services hereunder will be of professional quality conforming to generally accepted practices and the law. REMOTE EMPLOYEE will indemnify MOLECULAR CONNECTIONS against all liability or loss, and against all claims or actions based upon or arising out of, or sustained in connection with, the performance or non-performance of this Agreement. Such indemnification shall be limited to the total amount of payments made by MOLECULAR CONNECTIONS to REMOTE EMPLOYEE under this Agreement.
- C. Compliance & Process Audits.** MOLECULAR CONNECTIONS shall have the right to audit REMOTE EMPLOYEE for compliance of all terms and conditions of this Agreement at any time during the term of this Agreement and for one year thereafter. Should MOLECULAR CONNECTIONS exercise its right to audit, it will do so in an expeditious and non-invasive manner, as is commercially reasonable. The MOLECULAR CONNECTIONS auditors will be chosen at the sole discretion of MOLECULAR CONNECTIONS, and MOLECULAR CONNECTIONS will pay for all of the auditors' costs. Any costs incurred by REMOTE EMPLOYEE before, during, or after the audit will be paid by REMOTE EMPLOYEE. MOLECULAR CONNECTIONS' rights under this section include, but are not limited to, the right to audit all the input, processing or delivery information stored in remote employees computer, laptop or other devices used by REMOTE EMPLOYEE, irrespective of whether any such devices, hardware or software if Molecular Connections supplied or employee owned, database input service operations, Quality Assurance Program for Deliverables and associated records, Staff Training Plan and relevant processes associated with Deliverables, and to assess hardware, software, network/internet, and computer support and security at the REMOTE EMPLOYEE location.

- D. Equipments, Tools and Supplies.** The use of any equipment, software, applications, server access, passwords, logins, data supplies, provided by Molecular Connections are for use by the authorized persons and for purposes relating to Molecular Connections business only. Employees have the duty to take good care of such tools and equipment and shall contact Molecular Connections (technology dept. or manager) if there is any issue with regards to the equipment, software, or connectivity. Any equipment, software or hardware provided by Molecular connections shall be whole and sole property of Molecular connections and Remote employee is required to return back to Molecular connections all the equipment, software or hardware in accepted condition upon termination of his/her employment or at the request of Molecular Connections at any time during the tenure of his/her employment.
- E. Governing Law.** The validity, construction and performance of this Agreement and the legal relations between the parties to this Agreement are governed by and construed in accordance with the laws of the State of Karnataka, Jurisdiction Bangalore.
- F. Severability.** The provisions of this Agreement are severable, and, in the event that any provisions are determined to be invalid or unenforceable under any controlling body of law, such invalidity or unenforceability will not in any way affect the validity or enforceability of the remaining provisions
- G. Waivers.** Any waiver of, or failure to enforce, any breach or provision of this Agreement by either party does not operate nor may it be construed as a subsequent waiver of that breach or provision or of any other breach or provision hereof.
- H. Non-Assignment.** REMOTE EMPLOYEE may not assign ownership of this Agreement to a Third Party without the prior written consent of MOLECULAR CONNECTIONS.
- I. Notices.** Any notice(s) required to be given pursuant to this Agreement must be sent in writing via fax or courier and will be deemed given (i) upon receipt by the transmitting party of confirmation or response if delivery is by fax; or (ii) 2 days after posting if sent by courier. Notices must be sent to the parties at the addresses/fax numbers set forth herein. Both parties agree to provide notice to the other party of any change in address/fax number.
- J. Incorporation of Documents.** **Appointment letter**, Non-Disclosure Agreement and Equipment Usage Acceptance Form, are hereby incorporated into and made part of this Agreement.

## 10. RULES AND REGULATIONS

- 10.1 In addition to the terms and conditions of employment specifically stated herein, you undertake to 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.
- 10.2 Your employment shall also be governed by statutory laws enacted by Central or State Government or local authorities, as may be applicable, from time to time.

## 11. COMPLIANCE WITH APPLICABLE LAWS

- 11.1 You agree to comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to your employment with the Company.
- 11.2 Without limiting the generality of the foregoing, you represent and warrant 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 government official, political party, candidate for political office, or public international organization; 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 government official, political party, candidate for political office, or public international organization, for the purpose of obtaining or retaining any business, or to obtain another unfair advantage, in connection with the Company's business
- 11.3 By signing this Letter of Appointment, you consent to the terms and conditions of the Company Policy, as maybe modified by the Company from time to time at its sole discretion.

## 12. TERMINATION OF EMPLOYMENT

- 12.1 At any time during your probation period, the Company may terminate your employment by giving a prior written notice of 30 (thirty) days or salary in lieu thereof.
- 12.2 Upon confirmation of your employment with the Company, the Company may terminate your employment by giving atleast three (3) months prior notice in writing or payment in lieu of such notice. In the event you desire to terminate your employment with the Company, you shall have to give a prior written notice of three (3) months to the Company. Company reserves right not to accept Notice amount money in lieu of notice period due to business reasons.
- 12.3 In case you do not serve the complete notice period as required by the Company, then the Company will be under no obligation to issue the relieving documents to you or undertake any other relieving formalities.
- 12.4 Your employment with the company may be terminated by the Company without notice or payment in lieu thereof, in case of breach or non-compliance of the terms, conditions or stipulations contained in this Letter, which would be construed as misconduct, or if you are found guilty of any negligence or other misconduct in connection with or affecting the business or affairs of the Company. Termination of your employment for the reasons stated herein would be without prejudice to:
  - 12.4.1 The Company's right to claim the actual damages it has suffered on account of such breach; and
  - 12.4.2 Any other relief to which the Company may be entitled under contract, law or equity.

**12.5 Misconduct will include without limitation:**

- 12.5.1 Habitual absence from service without prior notice in writing and/ or without sufficient cause;
  - 12.5.2 Absence from service without prior notice in writing or without sufficient cause for a period of seven (7) days or more and not rejoining service despite reminder(s) from the Company;
  - 12.5.3 Participating in and/ or abetting the conduct of a strike in contravention of any law;
  - 12.5.4 Causing damage to the reputation or property of the Company;
  - 12.5.5 Breach or non-observance of the terms, conditions or stipulations contained in this Letter;
  - 12.5.6 Breach of the confidentiality/secretcy provisions set out in the Non Disclosure of Confidential Information and Invention Assignment Agreement.
  - 12.5.7 Any criminal or illegal activity breaking laws or any conviction by a court of law
- 12.6 On termination of your employment, the Company shall not have any further liability towards you other than remuneration, allowances and perquisites that have accrued prior to the effective date of termination of employment.
- 12.7 Immediately upon termination of your employment, you shall return to the Company, all property/ies of the Company heretofore provided to you by the Company, or otherwise in your custody, possession or control.
- 12.8 Notwithstanding any provision of this Letter to the contrary, no termination of your employment for any reason whatsoever, shall in any manner operate to terminate, limit or otherwise affect the Company's ownership of any of the rights, properties, privileges granted to the Company hereunder or under any other agreement executed between you and the Company.
- 12.9 On termination of your employment for any reason whatsoever, you shall fully co-operate and provide all assistance as may be necessary or reasonably required by the Company for handing over your job responsibilities and functions to your successor in a manner that ensures continuity in the administration of the Company's affairs.
- 12.10 You shall not solicit or take away, directly or indirectly for any reason, any person, entity or business that was, at any time during your employment or at the time of your termination, a customer or prospective customer of the Company or any of its subsidiaries or affiliates.
- 12.11 You shall not solicit or take away or attempt to solicit or take away, directly or indirectly, any employee of the Company or its subsidiaries or affiliates, either for your own purposes or for any other person or entity.

### 13. GOVERNING LAW AND JURISDICTION

This Letter is governed by and construed in accordance with the laws of India and will be subject to exclusive jurisdiction to the Courts at Bangalore.

### 14. GENERAL

This Letter and your employment are personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. However, the Company may assign this Letter, in part or whole, upon written notice to you.

No delay or failure by the Company to exercise any of its powers, rights or remedies under these terms of Employment shall operate as a waiver of such powers, rights or remedies.

If any provision of this Letter is held by any competent authority to be invalid or unenforceable, the validity of other provisions and the remainder of this Letter shall not be affected.

You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Letter together with the Non-Disclosure of Confidential Information and Invention Assignment Agreement, are the exclusive and entire understanding between the Company and you relating to the subject matter hereof, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

Yours Sincerely,  
**For Molecular Connections Private Limited**

*Jignesh Bhate*

**Name : Jignesh Bhate**  
**Title : Chief Executive Officer**

*Jignesh B. Bhate*

**Remote Employee Acceptance & Declaration:**

- I shall remain committed to my job responsibilities as an employee and ensure timely deliverance to meet the set expectations and strive for excellence in the achievement of all my KRAs from my home working location;
- I understand that the requirement for me to adhere to all Company policies and procedures as detailed in my appointment letter as well as in the Employee Handbook is unaffected by the fact that I will be working from home away from the office;
- I agree to allow access, by prior arrangement, to my manager, IT staff, portable appliance testing staff and any other Company employee who requires access to perform their duties;
- I understand that the remote working agreement is not a substitute for childcare or other caring responsibilities and that adequate provisions must be made in respect of these;
- I understand that I may be required to attend the office meetings from time to time during my home working hours (e.g. to attend a team review meeting, a training program, a team event, etc.);
- I understand the provision for the home working agreement can be cancelled by the Company if my superiors are unhappy with my performance for not meeting their expectations or for any other business reasons or uncertainties in future.

I have read, understood and agree to all terms and conditions of this letter of Appointment and relating to the remote working arrangement:

Signature : 

Date : October 19, 2023

Name : Sharath B K

Place : Mysuru

**ANNEXURE - 1**

<b>COMPENSATION &amp; BENEFITS STRUCTURE</b>		
<b>NAME</b>	<b>Mr. Sharath B K</b>	
<b>DESIGNATION</b>	<b>Scientific Analyst</b>	
<b>GRADE</b>	<b>7</b>	
<b>LEVEL</b>	<b>2</b>	
<b>EFFECTIVE DATE</b>	<b>October 23, 2023</b>	
<b>SALARY COMPONENTS</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
<b>A. FIXED COMPONENTS</b>		
Basic + DA	11100	133200
HRA	129	1548
WFH Allowance *	2500	30000
M_Bonus	2220	26640
<b>B. RETIREMENT BENEFITS</b>		
PF (Employer contribution)	1332	15984
Gratuity Contribution	534	6408
<b>C. OTHER BENEFITS</b>		
ESIC ( Employer contribution)	519	6228
<b>MONTHLY CTC ( A+B+C)</b>	<b>18334</b>	
<b>ANNUAL CTC ( A+B+C)</b>		<b>220000</b>

Your compensation has been structured to facilitate better tax planning and increased savings for you during the financial year.

\* Payable subject to achievement of Key work commitments (reference Annexure-2).

Please Note: MC has tie-up only with ICICI and HDFC banks for the salary disbursement for its employees. So, you are expected to open an account with any of these bank's branch if not having one and notify us with the account details along with a proof of copy of passbook or cheque leaf within 15 days of your joining MC.

Signed By:

*Jignesh Bhate*

Date: October 19, 2023

M.S. Mythili

*Sharath B.K*



**ANNEXURE - 2**

**1. Remote Employee Key work commitments:**

- REMOTE EMPLOYEE shall contribute a minimum of 80 completed substances per day and monthly volume proportionately.
- The said target of 80 completed substances per day or monthly volume proportionately and set quality standards in terms of no substances errors should be achieved without fail, failure to achieve the target will result in LOP.
- Completed items will by definition mean annotation of the said field criteria defined in the instruction manual or guideline document.
- The said weekly production reports with reference ids are to be communicated to the immediate supervisor within 11.00 AM on every Monday.
- The completed items should pass with a minimum of 95% quality in either internal review process and no feedbacks on substances for a given delivery batch in external review process.
- A 5% increase in production is expected from REMOTE EMPLOYEE every year.
- REMOTE EMPLOYEE will be solely responsible for rework of any items scored down in the feedback review reports. The rework will involve implementing corrections from the emailed review reports. The rework item has to be resubmitted within one working day. And a closure mail response has to be sent to the quality reviewer.
- REMOTE EMPLOYEE will be available for the monthly feedback report review meetings. He/She will make necessary efforts to remain up-to-date on the guideline versioning shared during these meetings and implement them in all subsequent work units.
- REMOTE EMPLOYEE will also be a very integral part of the project management team and contribute substantially to bring to the team managers notice of any new learnings received as part of feedback mail notifications.
- REMOTE EMPLOYEE will undergo training in the Bangalore office for the first 3 months.

**ACCEPTED AND AGREED TO:  
REMOTE EMPLOYEE**

**ACCEPTED AND AGREED TO:  
MOLECULAR CONNECTIONS P LTD**

By : <i>Sharath B K</i>
Name: <b>Sharath B K</b>
Date : October 19, 2023

By : <i>Jignesh Bhate</i>
Name: <b>Jignesh Bhate Chief Executive Officer</b>
Date : October 19, 2023



**ANNEXURE -3**

**Non-Disclosure Agreement**

I, **Ms. Sharath B K**, hereby agree that all MOLECULAR CONNECTIONS PVT LTD (hereinafter "MOLECULAR CONNECTIONS")-owned data, information and documentation disclosed to me or developed by me in association with the agreement between MOLECULAR CONNECTIONS and MYSELF will be considered to be sensitive, confidential, and proprietary ("Proprietary Information"). I agree that all information shall be considered Proprietary Information unless indicated otherwise, and I agree to maintain the Proprietary Information in strictest confidence.

I understand and agree that the Proprietary Information may be used only in connection with my employment and only to the extent necessary for MYSELF to fulfill its contractual obligations with MOLECULAR CONNECTIONS. Under no circumstances will I distribute the Proprietary Information for any other purpose, including but not limited to, distribution by assignment, sale, sublicense, loan or other means of transfer to any third party, and any commercial use, whether paid or unpaid.

I understand and agree that I may only disclose Proprietary Information with the employees, agents or representatives of MOLECULAR CONNECTIONS who are bound by a similar requirement of confidentiality. However, I understand that my obligations under this paragraph will not apply to information that:

- A. Is or becomes known to the general public without improper action or inaction by me;
- B. Was rightfully disclosed to me by a third party that is not obligated to MYSELF or MOLECULAR CONNECTIONS to maintain confidentiality, provided that I comply with any restrictions imposed by the third party;
- C. Is disclosed pursuant to a court order, provided the Employee will contact Molecular Connections so that Molecular Connections may seek a protective order, seek another appropriate remedy, or waive the Employees compliance with the Agreement. If Molecular Connections waives the Employees compliance with the Agreement or fails to obtain a protective order or other appropriate remedy, the Employee will furnish only that portion of the Confidential Information that is legally required to be disclosed and will use its best efforts to obtain confidential treatment for such Confidential Information.

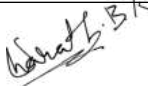
I warrant and represent that my affiliation with any company, whether as an employee, officer, director, agent, Remote employee or otherwise, is not such that a conflict of interest would be created by receiving the Proprietary Information covered by this Agreement.

I understand and acknowledge MOLECULAR CONNECTIONS may take all reasonable steps to protect the Proprietary Information, including but not limited to, seeking injunctive relief and any other remedies available at law or in equity in the event that I breach this Agreement.

To be binding, all additions and modifications to this Agreement must be made in writing referencing this Agreement and must be signed by both parties.


**ACCEPTED AND AGREED TO:**

**REMOTE EMPLOYEE**

By : 
Name: <b>Sharath B K</b>
Date: October 19, 2023

**ACCEPTED AND AGREED TO:**

**MOLECULAR CONNECTIONS P LTD**

By : 
Name: <b>Jignesh Bhate</b> <b>Chief Executive Officer</b>
Date: October 19, 2023

DigiSigner Document ID: 81b2323a-3e67-4eb5-b13b-8233f2ec08b1

## Signer

Email: mythili@molecularconnections.com  
IP Address: 122.167.3.28

Email: jignesh@molecularconnections.com  
IP Address: 62.80.122.52

Email: jignesh@molecularconnections.com  
IP Address: 62.80.122.52

Email: jignesh@molecularconnections.com  
IP Address: 62.80.122.52

Email: jignesh@molecularconnections.com  
IP Address: 62.80.122.52

Email: sbkgowda97@gmail.com  
IP Address: 2409:408c:ae1e:9cfe:a1f8:424a:c3a2:4fbf

Email: sbkgowda97@gmail.com  
IP Address: 2409:408c:ae1e:9cfe:a1f8:424a:c3a2:4fbf

Email: sbkgowda97@gmail.com  
IP Address: 2409:408c:ae1e:9cfe:a1f8:424a:c3a2:4fbf

Email: sbkgowda97@gmail.com  
IP Address: 2409:408c:ae1e:9cfe:a1f8:424a:c3a2:4fbf

Email: sbkgowda97@gmail.com  
IP Address: 2409:408c:ae1e:9cfe:a1f8:424a:c3a2:4fbf

## Signature

M.S. Mythili

Jignesh Bhate

Jignesh Bhate

Jignesh Bhate

Jignesh Bhate

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<b>Event</b>	<b>User</b>	<b>Time</b>	<b>IP Address</b>
Upload document	hrteam@molecularconnection s.com	10/19/23 8:26:09 AM EDT	103.163.64.34
Open document	hrteam@molecularconnection s.com	10/19/23 8:26:12 AM EDT	103.163.64.34
Close document	hrteam@molecularconnection s.com	10/19/23 8:27:01 AM EDT	103.163.64.34
Send for signing	hrteam@molecularconnection s.com	10/19/23 8:35:40 AM EDT	103.163.64.34
Open document	mythili@molecularconnection s.com	10/20/23 2:39:15 AM EDT	122.167.3.28
Sign document	mythili@molecularconnection s.com	10/20/23 2:39:27 AM EDT	122.167.3.28
Close document	mythili@molecularconnection s.com	10/20/23 2:39:27 AM EDT	122.167.3.28
Open document	jignesh@molecularconnection s.com	10/20/23 2:39:59 AM EDT	62.80.122.52
Sign document	jignesh@molecularconnection s.com	10/20/23 2:40:13 AM EDT	62.80.122.52
Close document	jignesh@molecularconnection s.com	10/20/23 2:40:13 AM EDT	62.80.122.52
Open document	sbkgowda97@gmail.com	10/20/23 2:51:54 AM EDT	157.50.39.191
Sign document	sbkgowda97@gmail.com	10/20/23 2:59:48 AM EDT	2409:408c:ae1e:9cfe:a1f8:42 4a:c3a2:4fbf
Close document	sbkgowda97@gmail.com	10/20/23 2:59:48 AM EDT	2409:408c:ae1e:9cfe:a1f8:42 4a:c3a2:4fbf

March 19, 2024

## **LETTER OF APPOINTMENT – REMOTE EMPLOYMENT**

**Ms. Shilpashree,  
Kurikoppalu (V) Chandagalu (P)  
Dudda (H) Mandya Tq & Dist-571405**

**Dear Ms. Shilpashree,**

Molecular Connections Private Limited (the “**Company**”), along with its subsidiaries and group companies, is pleased to offer you employment on the following terms and conditions:

### **1. COMMENCEMENT OF EMPLOYMENT**

- 1.1 You will be employed by the Company on remote working basis (REMOTE EMPLOYEE) in the position of **Scientific Analyst** subject to the terms and conditions set forth in this Appointment Letter (“**Letter**”). Your employment with the Company shall commence from **March 23, 2024** and be valid until terminated in accordance with the terms set forth in this Letter (the “**Employment Period**”).
- 1.2 Your appointment as a REMOTE EMPLOYEE of the Company is subject to satisfactory verification of your certificates and testimonials. In the event that such verification reveals any discrepancy in the statement(s) made in your application to the Company, your services are liable to be terminated forthwith without any notice or compensation. Your employment in the Company is also contingent upon your ability to work for the Company without any restriction/s, i.e., you are not bound by any non-compete obligations or any other restrictive clauses with any of your previous employers.
- 1.3 For joining purposes, you shall report to HR Manager of the Company.

### **MOLECULAR CONNECTIONS PVT. LTD.**

Heritage Building, #59/2 Kaderanahalli, 100 Feet Road, Banashankari 2nd Stage, Bangalore – 560 070.

Ph.: 080 2669 0145 | Email: [info@molecularconnections.com](mailto:info@molecularconnections.com) | [www.molecularconnections.com](http://www.molecularconnections.com)

- 1.4 You shall, during the Employment Period, be diligent and loyal and devote your professional skills, time, energies and best efforts to the performance of your duties and responsibilities in the Company.
- 1.5 During the Employment Period, you shall not engage in any other employment, consulting or other business activity (whether full-time or part-time or paid or unpaid) By signing this Letter, you expressly undertake that you have no contractual commitments or other legal obligations that would prevent you from performing your duties towards the Company, in any manner whatsoever. Any charitable work needs prior permission of the company
- 1.6 You will initially be on probation for a period of six (6) months from the actual date of joining. The probation period may be reduced or extended by the Company at its sole discretion depending upon your performance without providing any reasons. You will be on probation until your successful completion of the probationary period is confirmed in writing.
- 1.7 **MINIMUM SERVICE PERIOD** – You are required to serve the company for a minimum period of **12 months** including your probation period. Please note that if you decide to leave the Organization before completing the minimum service period, the Company would be entitled to recover the training expenses of **INR 25000/- (Rupees Twenty Five Thousand Only)** including notice pay from you as discussed and mutually agreed at the time of your selection.
- 1.8 Retirement age is 60 (sixty) years. This can be modified based on the company's discretion, subject to legal protection available to the employee.
- 1.9 During your employment if you remain absent for a continuous period of eight (8) days without leave or without obtaining the reporting manager's approval in writing, your employment will be deemed to have been voluntarily terminated by you without notice or salary in lieu thereof.

## 2. SALARY, BONUSES, ETC.

- 2.1 You will be remunerated for your services as detailed in **Annexure - 1** appended to this Letter in accordance with Company's customary payroll procedures. The remuneration shall be reviewed from time to time at the discretion of the Company.
- 2.2 The compensation package will be subject to the usual deductions for tax as required under applicable laws.
- 2.3 The compensation package will be subject to adjustment pursuant to the Company's employee compensation policies in effect from time to time, as may be relevant under applicable law.

- 2.4 The compensation package set forth in Section 2.1 includes compensation for all services rendered under this Letter.
- 2.5 As a regular employee of the Company, you will be eligible to participate in regular health insurance and other employee benefit plans in accordance with the policies established and maintained by the Company from time to time.

### 3. DUTIES AND OTHER ACTIVITIES

- 3.1 You shall, in all respects, carry out and use your best endeavors in carrying out the objectives of the Company and protect its interest in all things to the best of your ability and judgment and devote all your time and attention to the business of the Company.
- 3.2 You are not allowed to undertake other work or business-related activities, except with the prior written consent of the Company, irrespective of whether you receive financial compensation for these activities.

### 4. PLACE OF WORK: You will be engaged as a remote employee of Molecular Connections (working from home). The terms and conditions of the remote working contract are as given below:

- 4.1 **Non-competition and Non-solicitation and Prohibited Third Party Contacts.** During the term of this Agreement (including any Renewal Term), you will work exclusively for Molecular Connections and shall not associate with any other Company either directly or indirectly. You shall also not engage in any other business activities with companies, institutes, organizations or any other form of entities which directly or indirectly compete with MOLECULAR CONNECTIONS. During and for three (3) years after the date of termination of this Agreement, you shall not engage in any business activities that conflicts this clause. Also, during and for three (3) years after the date of termination of this Agreement, you shall not entice away or cause to entice away directly or indirectly, any person/entity including an employee, remote employee, customer, vendor, who is in the habit of dealing with the company.
- 4.2 The Company may also require you to complete certain duties or assign your services to any associate company, branch office, subsidiary or other companies, concerns, organizations, or firms with whom the Company may make any such arrangement or enter into an agreement. You may also be required to work at any client premises based in India or overseas, as deemed fit by the Company.
- 4.3 **Termination of Remote Agreement.** At any point of time, Molecular Connections in its sole discretion and upon reasonable notice can cancel this remote working Agreement and ask the remote working employee to revert to the regular working employee environment and report at its office.

- 4.4 **Destruction of Data Upon Termination.** Upon termination of the employment, remote employee shall (at the option of MOLECULAR CONNECTIONS) erase or otherwise destroy all MOLECULAR CONNECTIONS related data and provide MOLECULAR CONNECTIONS with written notice of compliance within a Three (3) week period after termination of employment.

After notice of compliance is received by MOLECULAR CONNECTIONS, MC in its sole discretion but no later than six (6) weeks after receipt of such notice, MOLECULAR CONNECTIONS will verify the destruction of data by visiting the location of remote working employee. After any termination, Remote employee also shall return all the company's equipment, tools and supplies (hardware, devices, software, applications, logins and passwords, access to servers etc.) back to the MOLECULAR CONNECTIONS in good and proper condition. No relieving letter shall be issued to the remote employee unless the requirements of the appointment letter and this Agreement are fulfilled by the remote employee. In addition, MOLECULAR CONNECTIONS may take other legal actions to recover the company property from the Remote employee. Termination of Remote Agreement. At any point of time, Molecular Connections in its sole discretion and upon reasonable notice can cancel this remote working Agreement and ask the remote working employee to revert to the regular working employee environment and report at its office.

## 5. SERVICES.

**Research Analysis.** Under this Agreement, MOLECULAR CONNECTIONS is responsible for providing, on a continuous basis, to the REMOTE EMPLOYEE scientific literature (Patents, Research articles, etc.) in electronic format (collectively, "Input Materials"), and REMOTE EMPLOYEE is responsible for analyzing such Input Materials and developing scientific content that meets the acceptable standards specified for submission to the clients of MOLECULAR CONNECTIONS. REMOTE EMPLOYEE shall follow the specifications detailed in **Annexure - 2** for this purpose. The Remote employee shall maintain all the documents and treat the database login as highly confidential and must not disclose or discuss with anyone other than Company representative supervising the work. REMOTE EMPLOYEE shall not maintain any data or copy of the processed data ("Deliverables") sent to MOLECULAR CONNECTIONS and shall destroy such data soon after receiving confirmation from MOLECULAR CONNECTIONS that such Deliverables were received. In addition, REMOTE EMPLOYEE shall destroy all Input Materials, Deliverables, associated data, and printed records immediately after processing the deliverables, unless MOLECULAR CONNECTIONS requests in writing or email that REMOTE EMPLOYEE maintain such data/materials. REMOTE EMPLOYEE shall provide MOLECULAR CONNECTIONS with written notice of compliance within a week period after destruction. Under no circumstances shall REMOTE EMPLOYEE merge or otherwise incorporate the Input Materials or the Deliverables with any other database that REMOTE EMPLOYEE owns, builds, or operates for itself or any third party. Violation of this clause shall be considered a substantial breach of this Agreement.



## 6. QUALITY ASSURANCE

Increasing competition, as well as marketplace and technology changes, have led to the need for MOLECULAR CONNECTIONS to focus on and improve the value-added aspects of its products and services, which include high quality and currency. Given that MOLECULAR CONNECTIONS relies on REMOTE EMPLOYEE to provide input that meets these quality standards, MOLECULAR CONNECTIONS acknowledges its responsibility to communicate the standards to REMOTE

EMPLOYEE and to provide feedback on REMOTE EMPLOYEE' performance in this area. Because the quality standards evolve as the needs of the marketplace dictate, both parties acknowledge that MOLECULAR CONNECTIONS editorial policies and standards for processing data may change over time. MOLECULAR CONNECTIONS will use all reasonable efforts to provide communication and support to REMOTE EMPLOYEE in achieving the goals of high quality and currency. REMOTE EMPLOYEE will use all reasonable efforts to conform to the MOLECULAR CONNECTIONS editorial policies and standards, as communicated by MOLECULAR CONNECTIONS, in order to achieve these goals. REMOTE EMPLOYEE must notify MOLECULAR CONNECTIONS of any process changes to the operation that could potentially impact the quality of Deliverables provided to MOLECULAR CONNECTIONS.

MOLECULAR CONNECTIONS reserves the right to conduct audits of the Deliverables provided to MOLECULAR CONNECTIONS. Should MOLECULAR CONNECTIONS determine, in its own judgment, that the audited Deliverables fail to meet MOLECULAR CONNECTIONS quality standards, MOLECULAR CONNECTIONS shall have the right to treat REMOTE EMPLOYEE' delivery of defective

Repeated instances of partial breach for such cause, as well as other failures to address problems with quality in a timely way, may be treated by MOLECULAR CONNECTIONS as a substantial breach of the Agreement and be one of the grounds for termination. Instances of partial breach/deficient quality may also affect the willingness of MOLECULAR CONNECTIONS to renew this and/or other Agreements with REMOTE EMPLOYEE, as well as enter into any new agreements.

## 7. Remote Employee Location and NDA

To fulfill its obligations under this Agreement, REMOTE EMPLOYEE will sign a non-disclosure agreement with MOLECULAR CONNECTIONS, a template of which is incorporated herein as **Annexure - 3**. REMOTE EMPLOYEE shall be solely responsible for ensuring that it complies with the terms and conditions contained in this Agreement. REMOTE EMPLOYEE shall be liable for any damages to MOLECULAR CONNECTIONS resulting from the failure to comply with the terms and conditions contained in this Agreement. Remote Employee shall inform Molecular Connections the specific address of the Remote Employee location, provide access to the same for any audits under this agreement and also inform Molecular Connections, the details of any personal devices to be used for Molecular Connections work, make such personal device (laptop, computer etc.) available to Molecular Connections team for any technical support or audits under this Agreement, to the extend such personal devices are used to perform work for Molecular Connections.



## 8. DATA AND INTELLECTUAL PROPERTY

- A. Data.** All data and materials (including MOLECULAR CONNECTIONS manuals, indexing guidelines, and other documentation) supplied by MOLECULAR CONNECTIONS shall be and remain the exclusive property of MOLECULAR CONNECTIONS. Furthermore, all data processed by remote employees for MOLECULAR CONNECTIONS shall be and remain the exclusive property of MOLECULAR CONNECTIONS.
- B.** Under no circumstances shall remote employee merge or otherwise incorporate the Input Materials or the Deliverables with any other database that remote employee owns, builds, or operates for itself or any third party. Violation of this clause shall be considered a substantial breach of this Agreement.
- C. Intellectual Property.** "Work Product(s)" means any concept, innovation, discovery, invention, development, process, plan, design, formulation, specification, program, Deliverable, or other matter or work first conceived, made, developed, discovered, or acquired by remote employee (either alone or jointly with others) during the term of this Agreement and as a result of performing services within this Agreement.

Remote employee agrees to promptly disclose to MOLECULAR CONNECTIONS any and all Work Product(s) created, conceived, invented, developed, or otherwise produced by remote employee in carrying out services under this Agreement. Any such Work Product(s) relating to the actual or anticipated activities or businesses of MOLECULAR CONNECTIONS will belong exclusively to MOLECULAR CONNECTIONS. Upon such creation, conception, or invention, and without the need for further consideration, Remote employee assigns and transfers to MOLECULAR CONNECTIONS all of his/her rights to, and title and interest in, any copyright, patent or trademark that Remote employee has or might have in relation to such Work Product(s). Insofar as the assignment of future rights (including rights to derivative works) is permitted by law, Remote employee also assigns and transfers to MOLECULAR CONNECTIONS, without the need for further consideration, all of its future rights in relation to such Work Product(s).

MOLECULAR CONNECTIONS shall have the right to file for copyright, patent, trademark, or other intellectual property rights, at its own expense, on all Work Product(s). REMOTE EMPLOYEE agrees to cooperate with MOLECULAR CONNECTIONS and to execute all proper documents, at the expense of MOLECULAR CONNECTIONS, to enable MOLECULAR CONNECTIONS to obtain such intellectual property rights in the India, United States and other foreign countries. The provisions of this Paragraph shall survive any termination or expiration of this Agreement.

## 9. GENERAL TERMS AND CONDITIONS.

- A. Confidentiality.** All information and documentation disclosed to REMOTE EMPLOYEE by MOLECULAR CONNECTIONS (including manuals, other documentation, and information/processes relating to quality auditing), and all Work Product(s) created, conceived, invented, developed, or otherwise produced by REMOTE EMPLOYEE for MOLECULAR CONNECTIONS, is considered sensitive, confidential, and proprietary ("Proprietary Information").

REMOTE EMPLOYEE agrees hereunder to maintain the Proprietary Information in strictest confidence, including but not limited to, the maintenance of such Proprietary Information as if it were the trade secret of REMOTE EMPLOYEE. Proprietary Information will be used by REMOTE EMPLOYEE only in connection with services rendered under this Agreement. Under no circumstances may the Proprietary Information be used for any other purpose, including but not limited to, distribution by assignment, sale, sublicense, loan or other means of transfer to any third party, and any commercial use, whether paid or unpaid. Upon termination or expiration of this Agreement all Proprietary Information will be, at the discretion of MOLECULAR CONNECTIONS, either immediately returned to MOLECULAR CONNECTIONS or destroyed by REMOTE EMPLOYEE.

REMOTE EMPLOYEE will use its best efforts to prevent disclosure (whether by demonstration or otherwise) of any information provided by MOLECULAR CONNECTIONS hereunder that relates to REMOTE EMPLOYEE' performance under this Agreement. Unless required by law or governmental policy, unauthorized disclosure of the existence of this Agreement, any of the terms or conditions of this Agreement, or the subject matter of this Agreement shall be a substantial breach of this Agreement. Similarly, use of the MOLECULAR CONNECTIONS name, whether verbally, in print, or in electronic format, to solicit business or otherwise identify a relationship between MOLECULAR CONNECTIONS and REMOTE EMPLOYEE shall be a substantial breach of this Agreement. The provisions of this Paragraph will survive any termination or expiration of this Agreement.

- B. Warranty and Indemnification.** REMOTE EMPLOYEE warrants that its services hereunder will be of professional quality conforming to generally accepted practices and the law. REMOTE EMPLOYEE will indemnify MOLECULAR CONNECTIONS against all liability or loss, and against all claims or actions based upon or arising out of, or sustained in connection with, the performance or non-performance of this Agreement. Such indemnification shall be limited to the total amount of payments made by MOLECULAR CONNECTIONS to REMOTE EMPLOYEE under this Agreement.
- C. Compliance & Process Audits.** MOLECULAR CONNECTIONS shall have the right to audit REMOTE EMPLOYEE for compliance of all terms and conditions of this Agreement at any time during the term of this Agreement and for one year thereafter. Should MOLECULAR CONNECTIONS exercise its right to audit, it will do so in an expeditious and non-invasive manner, as is commercially reasonable. The MOLECULAR CONNECTIONS auditors will be chosen at the sole discretion of MOLECULAR CONNECTIONS, and MOLECULAR CONNECTIONS will pay for all of the auditors' costs. Any costs incurred by REMOTE EMPLOYEE before, during, or after the audit will be paid by REMOTE EMPLOYEE. MOLECULAR CONNECTIONS' rights under this section include, but are not limited to, the right to audit all the input, processing or delivery information stored in remote employees computer, laptop or other devices used by REMOTE EMPLOYEE, irrespective of whether any such devices, hardware or software if Molecular Connections supplied or employee owned, database input service operations, Quality Assurance Program for Deliverables and associated records, Staff Training Plan and relevant processes associated with Deliverables, and to assess hardware, software, network/internet, and computer support and security at the REMOTE EMPLOYEE location.

- D. Equipments, Tools and Supplies.** The use of any equipment, software, applications, server access, passwords, logins, data supplies, provided by Molecular Connections are for use by the authorized persons and for purposes relating to Molecular Connections business only. Employees have the duty to take good care of such tools and equipment and shall contact Molecular Connections (technology dept. or manager) if there is any issue with regards to the equipment, software, or connectivity. Any equipment, software or hardware provided by Molecular connections shall be whole and sole property of Molecular connections and Remote employee is required to return back to Molecular connections all the equipment, software or hardware in accepted condition upon termination of his/her employment or at the request of Molecular Connections at any time during the tenure of his/her employment.
- E. Governing Law.** The validity, construction and performance of this Agreement and the legal relations between the parties to this Agreement are governed by and construed in accordance with the laws of the State of Karnataka, Jurisdiction Bangalore.
- F. Severability.** The provisions of this Agreement are severable, and, in the event that any provisions are determined to be invalid or unenforceable under any controlling body of law, such invalidity or unenforceability will not in any way affect the validity or enforceability of the remaining provisions
- G. Waivers.** Any waiver of, or failure to enforce, any breach or provision of this Agreement by either party does not operate nor may it be construed as a subsequent waiver of that breach or provision or of any other breach or provision hereof.
- H. Non-Assignment.** REMOTE EMPLOYEE may not assign ownership of this Agreement to a Third Party without the prior written consent of MOLECULAR CONNECTIONS.
- I. Notices.** Any notice(s) required to be given pursuant to this Agreement must be sent in writing via fax or courier and will be deemed given (i) upon receipt by the transmitting party of confirmation or response if delivery is by fax; or (ii) 2 days after posting if sent by courier. Notices must be sent to the parties at the addresses/fax numbers set forth herein. Both parties agree to provide notice to the other party of any change in address/fax number.
- J. Incorporation of Documents.** **Appointment letter**, Non-Disclosure Agreement and Equipment Usage Acceptance Form, are hereby incorporated into and made part of this Agreement.

## 10. RULES AND REGULATIONS

- 10.1 In addition to the terms and conditions of employment specifically stated herein, you undertake to 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.
- 10.2 Your employment shall also be governed by statutory laws enacted by Central or State Government or local authorities, as may be applicable, from time to time.

## 11. COMPLIANCE WITH APPLICABLE LAWS

- 11.1 You agree to comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to your employment with the Company.
- 11.2 Without limiting the generality of the foregoing, you represent and warrant 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 government official, political party, candidate for political office, or public international organization; 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 government official, political party, candidate for political office, or public international organization, for the purpose of obtaining or retaining any business, or to obtain another unfair advantage, in connection with the Company's business
- 11.3 By signing this Letter of Appointment, you consent to the terms and conditions of the Company Policy, as maybe modified by the Company from time to time at its sole discretion.

## 12. TERMINATION OF EMPLOYMENT

- 12.1 At any time during your probation period, the Company may terminate your employment by giving a prior written notice of 30 (thirty) days or salary in lieu thereof.
- 12.2 Upon confirmation of your employment with the Company, the Company may terminate your employment by giving atleast three (3) months prior notice in writing or payment in lieu of such notice. In the event you desire to terminate your employment with the Company, you shall have to give a prior written notice of three (3) months to the Company. Company reserves right not to accept Notice amount money in lieu of notice period due to business reasons.
- 12.3 In case you do not serve the complete notice period as required by the Company, then the Company will be under no obligation to issue the relieving documents to you or undertake any other relieving formalities.
- 12.4 Your employment with the company may be terminated by the Company without notice or payment in lieu thereof, in case of breach or non-compliance of the terms, conditions or stipulations contained in this Letter, which would be construed as misconduct, or if you are found guilty of any negligence or other misconduct in connection with or affecting the business or affairs of the Company. Termination of your employment for the reasons stated herein would be without prejudice to:
  - 12.4.1 The Company's right to claim the actual damages it has suffered on account of such breach; and
  - 12.4.2 Any other relief to which the Company may be entitled under contract, law or equity.

**12.5 Misconduct will include without limitation:**

- 12.5.1 Habitual absence from service without prior notice in writing and/ or without sufficient cause;
  - 12.5.2 Absence from service without prior notice in writing or without sufficient cause for a period of seven (7) days or more and not rejoining service despite reminder(s) from the Company;
  - 12.5.3 Participating in and/ or abetting the conduct of a strike in contravention of any law;
  - 12.5.4 Causing damage to the reputation or property of the Company;
  - 12.5.5 Breach or non-observance of the terms, conditions or stipulations contained in this Letter;
  - 12.5.6 Breach of the confidentiality/secretcy provisions set out in the Non Disclosure of Confidential Information and Invention Assignment Agreement.
  - 12.5.7 Any criminal or illegal activity breaking laws or any conviction by a court of law
- 12.6 On termination of your employment, the Company shall not have any further liability towards you other than remuneration, allowances and perquisites that have accrued prior to the effective date of termination of employment.
- 12.7 Immediately upon termination of your employment, you shall return to the Company, all property/ies of the Company heretofore provided to you by the Company, or otherwise in your custody, possession or control.
- 12.8 Notwithstanding any provision of this Letter to the contrary, no termination of your employment for any reason whatsoever, shall in any manner operate to terminate, limit or otherwise affect the Company's ownership of any of the rights, properties, privileges granted to the Company hereunder or under any other agreement executed between you and the Company.
- 12.9 On termination of your employment for any reason whatsoever, you shall fully co-operate and provide all assistance as may be necessary or reasonably required by the Company for handing over your job responsibilities and functions to your successor in a manner that ensures continuity in the administration of the Company's affairs.
- 12.10 You shall not solicit or take away, directly or indirectly for any reason, any person, entity or business that was, at any time during your employment or at the time of your termination, a customer or prospective customer of the Company or any of its subsidiaries or affiliates.
- 12.11 You shall not solicit or take away or attempt to solicit or take away, directly or indirectly, any employee of the Company or its subsidiaries or affiliates, either for your own purposes or for any other person or entity.

### 13. GOVERNING LAW AND JURISDICTION

This Letter is governed by and construed in accordance with the laws of India and will be subject to exclusive jurisdiction to the Courts at Bangalore.

### 14. GENERAL

This Letter and your employment are personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. However, the Company may assign this Letter, in part or whole, upon written notice to you.

No delay or failure by the Company to exercise any of its powers, rights or remedies under these terms of Employment shall operate as a waiver of such powers, rights or remedies.

If any provision of this Letter is held by any competent authority to be invalid or unenforceable, the validity of other provisions and the remainder of this Letter shall not be affected.

You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Letter together with the Non-Disclosure of Confidential Information and Invention Assignment Agreement, are the exclusive and entire understanding between the Company and you relating to the subject matter hereof, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

Yours Sincerely,  
**For Molecular Connections Private Limited**

*Jignesh Bhate*

**Name : Jignesh Bhate**  
**Title : Chief Executive Officer**



**Remote Employee Acceptance & Declaration:**

- I shall remain committed to my job responsibilities as an employee and ensure timely deliverance to meet the set expectations and strive for excellence in the achievement of all my KRAs from my home working location;
- I understand that the requirement for me to adhere to all Company policies and procedures as detailed in my appointment letter as well as in the Employee Handbook is unaffected by the fact that I will be working from home away from the office;
- I agree to allow access, by prior arrangement, to my manager, IT staff, portable appliance testing staff and any other Company employee who requires access to perform their duties;
- I understand that the remote working agreement is not a substitute for childcare or other caring responsibilities and that adequate provisions must be made in respect of these;
- I understand that I may be required to attend the office meetings from time to time during my home working hours (e.g. to attend a team review meeting, a training program, a team event, etc.);
- I understand the provision for the home working agreement can be cancelled by the Company if my superiors are unhappy with my performance for not meeting their expectations or for any other business reasons or uncertainties in future.

I have read, understood and agree to all terms and conditions of this letter of Appointment and relating to the remote working arrangement:

**Signature :**

**Date : October 19, 2023**

**Name : Shilpashree**

**Place :**

**ANNEXURE - 1**

<b>COMPENSATION &amp; BENEFITS STRUCTURE</b>		
<b>NAME</b>	<b>Ms. Shilpashree</b>	
<b>DESIGNATION</b>	<b>Scientific Analyst</b>	
<b>GRADE</b>	<b>7</b>	
<b>LEVEL</b>	<b>2</b>	
<b>EFFECTIVE DATE</b>	<b>October 23, 2023</b>	
<b>SALARY COMPONENTS</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
<b>A. FIXED COMPONENTS</b>		
Basic + DA	11100	133200
HRA	129	1548
WFH Allowance *	2500	30000
M_Bonus	2220	26640
<b>B. RETIREMENT BENEFITS</b>		
PF (Employer contribution)	1332	15984
Gratuity Contribution	534	6408
<b>C. OTHER BENEFITS</b>		
ESIC ( Employer contribution)	519	6228
<b>MONTHLY CTC ( A+B+C)</b>	<b>18334</b>	
<b>ANNUAL CTC ( A+B+C)</b>		<b>220000</b>

Your compensation has been structured to facilitate better tax planning and increased savings for you during the financial year.

\* Payable subject to achievement of Key work commitments (reference Annexure-2).

Please Note: MC has tie-up only with ICICI and HDFC banks for the salary disbursement for its employees. So, you are expected to open an account with any of these bank's branch if not having one and notify us with the account details along with a proof of copy of passbook or cheque leaf within 15 days of your joining MC.

Signed By:

*Jignesh Bhate*

Date: October 19, 2023

M.S. Mythili



**ANNEXURE - 2**

**1. Remote Employee Key work commitments:**

- REMOTE EMPLOYEE shall contribute a minimum of 80 completed substances per day and monthly volume proportionately.
- The said target of 80 completed substances per day or monthly volume proportionately and set quality standards in terms of no substances errors should be achieved without fail, failure to achieve the target will result in LOP.
- Completed items will by definition mean annotation of the said field criteria defined in the instruction manual or guideline document.
- The said weekly production reports with reference ids are to be communicated to the immediate supervisor within 11.00 AM on every Monday.
- The completed items should pass with a minimum of 95% quality in either internal review process and no feedbacks on substances for a given delivery batch in external review process.
- A 5% increase in production is expected from REMOTE EMPLOYEE every year.
- REMOTE EMPLOYEE will be solely responsible for rework of any items scored down in the feedback review reports. The rework will involve implementing corrections from the emailed review reports. The rework item has to be resubmitted within one working day. And a closure mail response has to be sent to the quality reviewer.
- REMOTE EMPLOYEE will be available for the monthly feedback report review meetings. He/She will make necessary efforts to remain up-to-date on the guideline versioning shared during these meetings and implement them in all subsequent work units.
- REMOTE EMPLOYEE will also be a very integral part of the project management team and contribute substantially to bring to the team managers notice of any new learnings received as part of feedback mail notifications.
- REMOTE EMPLOYEE will undergo training in the Bangalore office for the first 3 months.

**ACCEPTED AND AGREED TO:  
REMOTE EMPLOYEE**

**ACCEPTED AND AGREED TO:  
MOLECULAR CONNECTIONS P LTD**

By :
Name: <b>Shilpashree</b>
Date : October 19, 2023

By : <i>Jignesh Bhat</i>
Name: <b>Jignesh Bhat</b> <b>Chief Executive Officer</b>
Date : October 19, 2023

**ANNEXURE -3**

**Non-Disclosure Agreement**

I, **Ms. Shilpashree**, hereby agree that all MOLECULAR CONNECTIONS PVT LTD (hereinafter "MOLECULAR CONNECTIONS")-owned data, information and documentation disclosed to me or developed by me in association with the agreement between MOLECULAR CONNECTIONS and MYSELF will be considered to be sensitive, confidential, and proprietary ("Proprietary Information"). I agree that all information shall be considered Proprietary Information unless indicated otherwise, and I agree to maintain the Proprietary Information in strictest confidence.

I understand and agree that the Proprietary Information may be used only in connection with my employment and only to the extent necessary for MYSELF to fulfill its contractual obligations with MOLECULAR CONNECTIONS. Under no circumstances will I distribute the Proprietary Information for any other purpose, including but not limited to, distribution by assignment, sale, sublicense, loan or other means of transfer to any third party, and any commercial use, whether paid or unpaid.

I understand and agree that I may only disclose Proprietary Information with the employees, agents or representatives of MOLECULAR CONNECTIONS who are bound by a similar requirement of confidentiality. However, I understand that my obligations under this paragraph will not apply to information that:

- A. Is or becomes known to the general public without improper action or inaction by me;
- B. Was rightfully disclosed to me by a third party that is not obligated to MYSELF or MOLECULAR CONNECTIONS to maintain confidentiality, provided that I comply with any restrictions imposed by the third party;
- C. Is disclosed pursuant to a court order, provided the Employee will contact Molecular Connections so that Molecular Connections may seek a protective order, seek another appropriate remedy, or waive the Employees compliance with the Agreement. If Molecular Connections waives the Employees compliance with the Agreement or fails to obtain a protective order or other appropriate remedy, the Employee will furnish only that portion of the Confidential Information that is legally required to be disclosed and will use its best efforts to obtain confidential treatment for such Confidential Information.

I warrant and represent that my affiliation with any company, whether as an employee, officer, director, agent, Remote employee or otherwise, is not such that a conflict of interest would be created by receiving the Proprietary Information covered by this Agreement.

I understand and acknowledge MOLECULAR CONNECTIONS may take all reasonable steps to protect the Proprietary Information, including but not limited to, seeking injunctive relief and any other remedies available at law or in equity in the event that I breach this Agreement.

To be binding, all additions and modifications to this Agreement must be made in writing referencing this Agreement and must be signed by both parties.

**ACCEPTED AND AGREED TO:**

**REMOTE EMPLOYEE**

By :
Name: <b>Shilpashree</b>
Date: October 19, 2023

**ACCEPTED AND AGREED TO:**

**MOLECULAR CONNECTIONS P LTD**

By : <i>Jignesh Bhate</i>
Name: <b>Jignesh Bhate</b> <b>Chief Executive Officer</b>
Date: October 19, 2023

DigiSigner Document ID: 81b2323a-3e67-4eb5-b13b-8233f2ec08b1

## Signer

Email: mythili@molecularconnections.com  
IP Address: 122.167.3.28

Email: jignesh@molecularconnections.com  
IP Address: 62.80.122.52

Email: jignesh@molecularconnections.com  
IP Address: 62.80.122.52

Email: jignesh@molecularconnections.com  
IP Address: 62.80.122.52

Email: jignesh@molecularconnections.com  
IP Address: 62.80.122.52

## Signature

M.S. Mythili

*Jignesh Bhate*

*Jignesh Bhate*

*Jignesh Bhate*

*Jignesh Bhate*

August 25, 2024

## LETTER OF APPOINTMENT

**Ms. Spandana N**  
**135, Vaddagere (village and post),**  
**Chamarajanagara,**  
**Karnataka- 571111**

Dear Ms. Spandana N,

Molecular Connections Private Limited (the “**Company**”), along with its subsidiaries and group companies, is pleased to offer you employment on the following terms and conditions:

### **1. COMMENCEMENT OF EMPLOYMENT**

- 1.1 You are employed by the Company in the position of **Scientific Analyst** subject to the terms and conditions set forth in this Appointment Letter (“**Letter**”). Your employment with the Company shall commence from **September 02, 2024** and be valid until terminated in accordance with the terms set forth in this Letter (the “**Employment Period**”).
- 1.2 Your appointment with the Company is subject to satisfactory verification of your certificates and testimonials. In the event that such verification reveals any discrepancy in the statement(s) made in your application to the Company, your services are liable to be terminated forthwith without any notice or compensation. Your employment in the Company is also contingent upon your ability to work for the Company without any restriction/s, i.e., you are not bound by any non-compete obligations or any other restrictive clauses with any of your previous employers.
- 1.3 For joining purposes, you shall report to HR Manager of the Company.

### **MOLECULAR CONNECTIONS PVT. LTD.**

Heritage Building, #59/2 Kaderanahalli, 100 Feet Road, Banashankari 2nd Stage, Bangalore – 560 070.

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- 1.4 You shall, during the Employment Period, be diligent and loyal and devote your professional skills, time, energies and best efforts to the performance of your duties and responsibilities in the Company.
- 1.5 During the Employment Period, you shall not engage in any other employment, consulting or other business activity (whether full-time or part-time or paid or unpaid) By signing this Letter, you expressly undertake that you have no contractual commitments or other legal obligations that would prevent you from performing your duties towards the Company, in any manner whatsoever. Any charitable work needs prior permission of the company
- 1.6 You will initially be on probation for a period of six (6) months from the actual date of joining. The probation period may be reduced or extended by the Company at its sole discretion depending upon your performance without providing any reasons. You will be on probation until your successful completion of the probationary period is confirmed in writing.
- 1.7 **MINIMUM SERVICE PERIOD** – You are required to serve the company for a minimum period of **12 months** including your probation period. Please note that if you decide to leave the Organization before completing the minimum service period, the Company would be entitled to recover the training expenses of **INR 25000/- (Rupees Twenty Five Thousand only)** including notice pay from you as discussed and mutually agreed at the time of your selection.
- 1.8 Retirement age is 60 (sixty) years. This can be modified based on the company's discretion, subject to legal protection available to the employee/
- 1.9 During your employment if you remain absent for a continuous period of eight (8) days without leave or without obtaining the reporting manager's approval in writing, your employment will be deemed to have been voluntarily terminated by you without notice or salary in lieu thereof.

## 2. SALARY, BONUSES, ETC.

- 2.1 You will be remunerated for your services as detailed in **Annexure A** appended to this Letter in accordance with Company's customary payroll procedures. The remuneration shall be reviewed from time to time at the discretion of the Company.
- 2.2 The compensation package will be subject to the usual deductions for tax as required under applicable laws.
- 2.3 The compensation package will be subject to adjustment pursuant to the Company's employee compensation policies in effect from time to time, as may be relevant under applicable law.
- 2.4 The compensation package set forth in Section 2.1 includes compensation for all services rendered under this Letter.
- 2.5 As a regular employee of the Company, you will be eligible to participate in regular health insurance and other employee benefit plans in accordance with the policies established and maintained by the Company from time to time.

## 3. DUTIES AND OTHER ACTIVITIES

- 3.1 You shall, in all respects, carry out and use your best endeavors in carrying out the objectives of the Company and protect its interest in all things to the best of your ability and judgment and devote all your time and attention to the business of the Company.
- 3.2 You are not allowed to undertake other work or business-related activities, except with the prior written consent of the Company, irrespective of whether you receive financial compensation for these activities.

## 4. PLACE OF WORK

- 4.1 Your place of work will be at the Company's office in **Bangalore**. The Company may, after giving you reasonable notice, transfer or assign your services to any place of business of the Company or to any of its parent company, subsidiary, group company, strategic partner/customer, etc. where it may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.

- 4.2 The Company may also require you to complete certain duties or assign your services to any associate company, branch office, subsidiary or other companies, concerns, organizations, or firms with whom the Company may make any such arrangement or enter into an agreement. You may also be required to work at any client premises based in India or overseas, as deemed fit by the Company.

## **5. RULES AND REGULATIONS**

- 5.1 In addition to the terms and conditions of employment specifically stated herein, you undertake to 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.
- 5.2 Your employment shall also be governed by statutory laws enacted by Central or State Government or local authorities, as may be applicable, from time to time.

## **6. COMPLIANCE WITH APPLICABLE LAWS**

- 6.1 You agree to comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to your employment with the Company.
- 6.2 Without limiting the generality of the foregoing, you represent and warrant 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 government official, political party, candidate for political office, or public international organization; 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 government official, political party, candidate for political office, or public international organization, for the purpose of obtaining or retaining any business, or to obtain another unfair advantage, in connection with the Company's business
- 6.3 By signing this Letter of Appointment, you consent to the terms and conditions of the Company Policy, as maybe modified by the Company from time to time at its sole discretion.

## 7. TERMINATION OF EMPLOYMENT

- 7.1 At any time during your probation period, the Company may terminate your employment by giving a prior written notice of 30 (thirty) days or salary in lieu thereof.
- 7.2 Upon confirmation of your employment with the Company, the Company may terminate your employment by giving at least three (3) months prior notice in writing or payment in lieu of such notice. In the event you desire to terminate your employment with the Company, you shall have to give a prior written notice of three (3) months to the Company. Company reserves right not to accept Notice amount money in lieu of notice period due to business reasons.
- 7.3 In case you do not serve the complete notice period as required by the Company, then the Company will be under no obligation to issue the relieving documents to you or undertake any other relieving formalities.
- 7.4 Your employment with the company may be terminated by the Company without notice or payment in lieu thereof, in case of breach or non-compliance of the terms, conditions or stipulations contained in this Letter, which would be construed as misconduct, or if you are found guilty of any negligence or other misconduct in connection with or affecting the business or affairs of the Company. Termination of your employment for the reasons stated herein would be without prejudice to:
  - 7.4.1 The Company's right to claim the actual damages it has suffered on account of such breach; and
  - 7.4.2 Any other relief to which the Company may be entitled under contract, law or equity.
- 7.5 **Misconduct will include without limitation:**
  - 7.5.1 Habitual absence from service without prior notice in writing and/ or without sufficient cause;



- 7.5.2 Absence from service without prior notice in writing or without sufficient cause for a period of seven (7) days or more and not rejoining service despite reminder(s) from the Company;
- 7.5.3 Participating in and/ or abetting the conduct of a strike in contravention of any law;
- 7.5.4 Causing damage to the reputation or property of the Company;
- 7.5.5 Breach or non-observance of the terms, conditions or stipulations contained in this Letter;
- 7.5.6 Breach of the confidentiality/secretcy provisions set out in the Non Disclosure of Confidential Information and Invention Assignment Agreement.
- 7.5.7 Any criminal or illegal activity breaking laws or any conviction by a court of law
- 7.6 On termination of your employment, the Company shall not have any further liability towards you other than remuneration, allowances and perquisites that have accrued prior to the effective date of termination of employment.
- 7.7 Immediately upon termination of your employment, you shall return to the Company, all property/ies of the Company heretofore provided to you by the Company, or otherwise in your custody, possession or control.
- 7.8 Notwithstanding any provision of this Letter to the contrary, no termination of your employment for any reason whatsoever, shall in any manner operate to terminate, limit or otherwise affect the Company's ownership of any of the rights, properties, privileges granted to the Company hereunder or under any other agreement executed between you and the Company.
- 7.9 On termination of your employment for any reason whatsoever, you shall fully cooperate and provide all assistance as may be necessary or reasonably required by the Company for handing over your job responsibilities and functions to your successor in a manner that ensures continuity in the administration of the Company's affairs.

7.10 You shall not solicit or take away, directly or indirectly for any reason, any person, entity or business that was, at any time during your employment or at the time of your termination, a customer or prospective customer of the Company or any of its subsidiaries or affiliates.

7.11 You shall not solicit or take away or attempt to solicit or take away, directly or indirectly, any employee of the Company or its subsidiaries or affiliates, either for your own purposes or for any other person or entity.

## 8. GOVERNING LAW AND JURISDICTION

This Letter is governed by and construed in accordance with the laws of India and will be subject to exclusive jurisdiction to the Courts at Bangalore.

## 9. CONFIDENTIALITY

As an employee of the Company, you will have access to certain confidential information of the Company and you may, during the course of your employment, develop certain information or inventions that will be the property of the Company. To protect the interests of the Company, you will be required to sign the Company's standard "**Non Disclosure of Confidential Information and Invention Assignment Agreement**" as a condition of your employment. The Company hereby instructs and directs you not to bring with you any confidential or proprietary material of any former employer or to violate any other obligations you may have towards any former employer.

During your employment with the Company, you agree to not engage in any employment, business or activity that is in any way competitive with the business or proposed business of the Company. You will disclose to the Company in writing any other gainful employment, business or activity that you are currently associated with or participating in that competes with the business of the Company. You will not assist any other person or organization in competing with the Company or in preparing to engage in competition with the business or proposed business of the Company.

You represent by signing this Letter and/ or the Company's Non Disclosure of Confidential Information and Invention Assignment Agreement and commencement of your employment with the Company, that you will not be violating any agreement currently in place between yourself and current or past employers.

We hope that you will accept our offer to join the Company on the terms of this Letter. You may indicate your agreement with these terms and accept this offer by signing and dating the enclosed duplicate original of this Letter and returning the signed copy to the Company. Your employment is contingent on successful completion of background and reference checks and starting work with the Company.

#### **10. NON SOLICITATION AND NON COMPETITION**

During the term of your employment and for a period of three (3) years immediately thereafter, you agree not to solicit any employee, consultant, customer, vendor or independent contractor of the Company for yourself or on behalf of any other business enterprise, nor shall you induce any employee, consultant, customer, vendor or independent contractor associated with the Company to terminate or breach an employment, contractual or other relationship with the Company.

#### **11. INDEMNIFICATION**

You agree to indemnify the Company and its affiliates/subsidiaries, officers, agents, representatives for any losses or damages sustained by the Company and its affiliates/subsidiaries, officers, agents, representatives, which is caused by or related to your employment in the Company or any breach of any of the provisions contained in this Letter and/ or any other formal agreement executed between you and the Company.

#### **12. GENERAL**

This Letter and your employment are personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. However, the Company may assign this Letter, in part or whole, upon written notice to you.

No delay or failure by the Company to exercise any of its powers, rights or remedies under these terms of Employment shall operate as a waiver of such powers, rights or remedies.

If any provision of this Letter is held by any competent authority to be invalid or unenforceable, the validity of other provisions and the remainder of this Letter shall not be affected.

You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Letter and the Non-Disclosure of Confidential Information and Invention Assignment Agreement, are the exclusive and entire understanding between the Company and you relating to the subject matter hereof, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

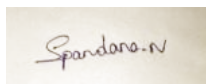
Yours Sincerely,  
**For Molecular Connections Private Limited**

*Jignesh Bhate*

**Name : Jignesh Bhate**  
**Title : Chief Executive Officer**

I have read and hereby accept the terms and conditions of this Letter of Appointment:

Signature:



Name of the Employee: Spandana N

Date: 26/08/2024

**ANNEXURE - A (TOTAL COMPENSATION & BENEFITS)**

<b>NAME</b>	<b>Ms.Spandana N</b>	
<b>DESIGNATION</b>	<b>Scientific Analyst</b>	
<b>GRADE</b>	<b>7</b>	
<b>LEVEL</b>	<b>2</b>	
<b>EFFECTIVE DATE</b>	<b>September 02, 2024</b>	
<b>SALARY COMPONENTS</b>		
	<b>MONTHLY</b>	<b>ANNUAL</b>
<b>A.</b>	<b>FIXED COMPONENTS</b>	
	Basic + DA	195600
	M Bonus	39120
<b>B.</b>	<b>RETIREMENT BENEFITS</b>	
	PF (Employer contribution)	21600
	Gratuity Contribution	9420
<b>C.</b>	<b>OTHER BENEFITS</b>	
	ESIC ( Employer contribution)	7632
	<b>MONTHLY CTC ( A+B+C)</b>	<b>22781</b>
	<b>ANNUAL CTC ( A+B+C)</b>	<b>273372</b>

Your compensation has been structured to facilitate better tax planning and increased savings for you during the financial year. Further, additional employee benefits that you would be eligible for (which are not appearing in the above structure) are explained below:

**(i) Food subsidy:**

The Company would pay for subsidizing the food @ 50% of the cost to be paid by you, if you are availing the lunch supplied at the office cafeteria.

Please Note: MC has tie-up only with ICICI and HDFC banks for the salary disbursement for its employees. So, you are expected to open an account with any of these bank's branch if not having one and notify us with the account details along with a proof of copy of passbook or cheque leaf within 15 days of your joining MC.

Signed By: *Jignesh Bhate*

Date: August 25, 2024

M.S. Mythili

*Spandana-N*

DigiSigner Document ID: 0e19260f-51f7-47d4-8579-daa15829e5fa

## Signer

Email: mythili@molecularconnections.com  
IP Address: 2401:4900:1f27:965e:25d8:6145:fab8:ac89

Email: jignesh@molecularconnections.com  
IP Address: 2405:201:d02e:881d:c120:8680:38b4:489

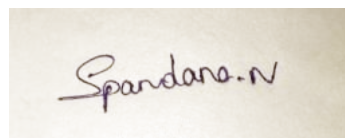
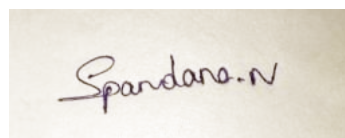
Email: jignesh@molecularconnections.com  
IP Address: 2405:201:d02e:881d:c120:8680:38b4:489

Email: spandana12598@gmail.com  
IP Address: 2409:408c:8d15:5808:ee5d:1a65:7241:feae

Email: spandana12598@gmail.com  
IP Address: 2409:408c:8d15:5808:ee5d:1a65:7241:feae

## Signature



Event	User	Time	IP Address
Upload document	hrteam@molecularconnections.com	8/26/24 5:33:20 AM EDT	14.97.52.2
Open document	hrteam@molecularconnections.com	8/26/24 5:33:24 AM EDT	14.97.52.2
Close document	hrteam@molecularconnections.com	8/26/24 5:33:49 AM EDT	14.97.52.2
Send for signing	hrteam@molecularconnections.com	8/26/24 5:57:00 AM EDT	14.97.52.2
Open document	mythili@molecularconnections.com	8/26/24 6:12:01 AM EDT	2401:4900:1f27:965e:25d8:6145:fab8:ac89
Sign document	mythili@molecularconnections.com	8/26/24 6:12:12 AM EDT	2401:4900:1f27:965e:25d8:6145:fab8:ac89
Close document	mythili@molecularconnections.com	8/26/24 6:12:12 AM EDT	2401:4900:1f27:965e:25d8:6145:fab8:ac89
Open document	jignesh@molecularconnections.com	8/26/24 6:25:53 AM EDT	2405:201:d02e:881d:c120:8680:38b4:489
Sign document	jignesh@molecularconnections.com	8/26/24 6:26:06 AM EDT	2405:201:d02e:881d:c120:8680:38b4:489
Close document	jignesh@molecularconnections.com	8/26/24 6:26:06 AM EDT	2405:201:d02e:881d:c120:8680:38b4:489
Open document	spandana12598@gmail.com	8/26/24 6:31:08 AM EDT	2409:408c:8d15:5808:ee5d:1a65:7241:feae
Sign document	spandana12598@gmail.com	8/26/24 6:41:40 AM EDT	2409:408c:8d15:5808:ee5d:1a65:7241:feae
Close document	spandana12598@gmail.com	8/26/24 6:41:40 AM EDT	2409:408c:8d15:5808:ee5d:1a65:7241:feae

August 20, 2024

## LETTER OF APPOINTMENT

**Mr. Srinivas G**  
31, 1st stage 1st phase  
Gayathripuram, Mysore, Karnataka,  
India, 570019

Dear Mr. Srinivas G

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### 1. COMMENCEMENT OF EMPLOYMENT

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During your employment with the Company, you agree to not engage in any employment, business or activity that is in any way competitive with the business or proposed business of the Company. You will disclose to the Company in writing any other gainful employment, business or activity that you are currently associated with or participating in that competes with the business of the Company. You will not assist any other person or organization in competing with the Company or in preparing to engage in competition with the business or proposed business of the Company.

You represent by signing this Letter and/ or the Company's Non Disclosure of Confidential Information and Invention Assignment Agreement and commencement of your employment with the Company, that you will not be violating any agreement currently in place between yourself and current or past employers.

We hope that you will accept our offer to join the Company on the terms of this Letter. You may indicate your agreement with these terms and accept this offer by signing and dating the enclosed duplicate original of this Letter and returning the signed copy to the Company. Your employment is contingent on successful completion of background and reference checks and starting work with the Company.

#### **10. NON SOLICITATION AND NON COMPETITION**

During the term of your employment and for a period of three (3) years immediately thereafter, you agree not to solicit any employee, consultant, customer, vendor or independent contractor of the Company for yourself or on behalf of any other business enterprise, nor shall you induce any employee, consultant, customer, vendor or independent contractor associated with the Company to terminate or breach an employment, contractual or other relationship with the Company.

#### **11. INDEMNIFICATION**

You agree to indemnify the Company and its affiliates/subsidiaries, officers, agents, representatives for any losses or damages sustained by the Company and its affiliates/subsidiaries, officers, agents, representatives, which is caused by or related to your employment in the Company or any breach of any of the provisions contained in this Letter and/ or any other formal agreement executed between you and the Company.

#### **12. GENERAL**

This Letter and your employment are personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. However, the Company may assign this Letter, in part or whole, upon written notice to you.

No delay or failure by the Company to exercise any of its powers, rights or remedies under these terms of Employment shall operate as a waiver of such powers, rights or remedies.

If any provision of this Letter is held by any competent authority to be invalid or unenforceable, the validity of other provisions and the remainder of this Letter shall not be affected.

You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Letter and the Non-Disclosure of Confidential Information and Invention Assignment Agreement, are the exclusive and entire understanding between the Company and you relating to the subject matter hereof, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

Yours Sincerely,  
**For Molecular Connections Private Limited**

*Jignesh Bhate*

**Name : Jignesh Bhate**  
**Title : Chief Executive Officer**

I have read and hereby accept the terms and conditions of this Letter of Appointment:

Signature:

Name of the Employee:

Date:

**ANNEXURE - A (TOTAL COMPENSATION & BENEFITS)**

<b>NAME</b>	<b>Mr. Srinivas G</b>	
<b>DESIGNATION</b>	<b>Scientific Analyst</b>	
<b>GRADE</b>	<b>7</b>	
<b>LEVEL</b>	<b>2</b>	
<b>EFFECTIVE DATE</b>	<b>September 02, 2024</b>	
<b>SALARY COMPONENTS</b>		
	<b>MONTHLY</b>	<b>ANNUAL</b>
<b>A.</b>	<b>FIXED COMPONENTS</b>	
	Basic + DA	195600
	M Bonus	39120
<b>B.</b>	<b>RETIREMENT BENEFITS</b>	
	PF (Employer contribution)	21600
	Gratuity Contribution	9420
<b>C.</b>	<b>OTHER BENEFITS</b>	
	ESIC ( Employer contribution)	7632
	<b>MONTHLY CTC ( A+B+C)</b>	<b>22781</b>
	<b>ANNUAL CTC ( A+B+C)</b>	<b>273372</b>

Your compensation has been structured to facilitate better tax planning and increased savings for you during the financial year. Further, additional employee benefits that you would be eligible for (which are not appearing in the above structure) are explained below:

**(i) Food subsidy:**

The Company would pay for subsidizing the food @ 50% of the cost to be paid by you, if you are availing the lunch supplied at the office cafeteria.

Please Note: MC has tie-up only with ICICI and HDFC banks for the salary disbursement for its employees. So, you are expected to open an account with any of these bank's branch if not having one and notify us with the account details along with a proof of copy of passbook or cheque leaf within 15 days of your joining MC.

Signed By: *Jignesh Bhate*

Date: August 20, 2024

M.S. Mythili



DigiSigner Document ID: a17ed66c-4465-4d91-9945-c613ee4af1d5

## Signer

Email: mythili@molecularconnections.com  
IP Address: 2401:4900:1f27:965e:25d8:6145:fab8:ac89

Email: jignesh@molecularconnections.com  
IP Address: 2405:201:d02e:881d:89a2:dbbf:c9a:e10d

Email: jignesh@molecularconnections.com  
IP Address: 2405:201:d02e:881d:89a2:dbbf:c9a:e10d

## Signature



Event	User	Time	IP Address
Upload document	hrteam@molecularconnections.com	24/8/24 10:18:47 AM EDT	2406:7400:51:3dbd:2533:f87f:514b:fe74
Open document	hrteam@molecularconnections.com	24/8/24 10:18:56 AM EDT	2406:7400:51:3dbd:2533:f87f:514b:fe74
Close document	hrteam@molecularconnections.com	24/8/24 10:19:26 AM EDT	2406:7400:51:3dbd:2533:f87f:514b:fe74
Send for signing	hrteam@molecularconnections.com	24/8/24 10:19:52 AM EDT	2406:7400:51:3dbd:2533:f87f:514b:fe74
Open document	hrteam@molecularconnections.com	24/8/24 11:07:53 AM EDT	2406:7400:51:3dbd:4993:31f3:d219:c29e
Open document	mythili@molecularconnections.com	26/8/24 12:15:01 AM EDT	2401:4900:1f27:965e:25d8:6145:fab8:ac89
Sign document	mythili@molecularconnections.com	26/8/24 12:15:15 AM EDT	2401:4900:1f27:965e:25d8:6145:fab8:ac89
Close document	mythili@molecularconnections.com	26/8/24 12:15:15 AM EDT	2401:4900:1f27:965e:25d8:6145:fab8:ac89
Open document	jignesh@molecularconnections.com	26/8/24 12:49:25 AM EDT	2405:201:d02e:881d:89a2:dbbf:c9a:e10d
Sign document	jignesh@molecularconnections.com	26/8/24 12:49:57 AM EDT	2405:201:d02e:881d:89a2:dbbf:c9a:e10d
Close document	jignesh@molecularconnections.com	26/8/24 12:49:57 AM EDT	2405:201:d02e:881d:89a2:dbbf:c9a:e10d
Open document	savinde7@gmail.com	26/8/24 1:06:23 AM EDT	2401:4900:4bcb:5cf2:558a:9e20:be41:a17
Download document	savinde7@gmail.com	26/8/24 1:06:38 AM EDT	2401:4900:4bcb:5cf2:558a:9e20:be41:a17
Open document	savinde7@gmail.com	26/8/24 1:11:44 AM EDT	2401:4900:4bcb:5cf2:558a:9e20:be41:a17
Forward document	savinde7@gmail.com	26/8/24 1:13:35 AM EDT	2401:4900:4bcb:5cf2:558a:9e20:be41:a17
Open document	knowshubha023@gmail.com	26/8/24 1:14:57 AM EDT	2401:4900:3761:5a9c:1:2:ccd2:fe0d
Open document	knowshubha023@gmail.com	26/8/24 1:16:17 AM EDT	2401:4900:3761:5a9c:1:2:ccd2:fe0d
Open document	knowshubha023@gmail.com	26/8/24 1:17:22 AM EDT	2401:4900:3761:5a9c:1:2:ccd2:fe0d
Open document	knowshubha023@gmail.com	26/8/24 3:53:34 AM EDT	2401:4900:3761:5a9c:1:2:ccd2:fe0d

March 19, 2024

## **LETTER OF APPOINTMENT – REMOTE EMPLOYMENT**

**Ms. Suchithra R,  
Abradasikatti, Ramaghatta (P)  
Holekere Tq, Chithradurga Dist**

**Dear Ms. Suchithra R,**

Molecular Connections Private Limited (the “**Company**”), along with its subsidiaries and group companies, is pleased to offer you employment on the following terms and conditions:

### **1. COMMENCEMENT OF EMPLOYMENT**

- 1.1 You will be employed by the Company on remote working basis (REMOTE EMPLOYEE) in the position of **Scientific Analyst** subject to the terms and conditions set forth in this Appointment Letter (“**Letter**”). Your employment with the Company shall commence from **March 23, 2024** and be valid until terminated in accordance with the terms set forth in this Letter (the “**Employment Period**”).
- 1.2 Your appointment as a REMOTE EMPLOYEE of the Company is subject to satisfactory verification of your certificates and testimonials. In the event that such verification reveals any discrepancy in the statement(s) made in your application to the Company, your services are liable to be terminated forthwith without any notice or compensation. Your employment in the Company is also contingent upon your ability to work for the Company without any restriction/s, i.e., you are not bound by any non-compete obligations or any other restrictive clauses with any of your previous employers.
- 1.3 For joining purposes, you shall report to HR Manager of the Company.

### **MOLECULAR CONNECTIONS PVT. LTD.**

Heritage Building, #59/2 Kaderanahalli, 100 Feet Road, Banashankari 2nd Stage, Bangalore – 560 070.

Ph.: 080 2669 0145 | Email: [info@molecularconnections.com](mailto:info@molecularconnections.com) | [www.molecularconnections.com](http://www.molecularconnections.com)

- 1.4 You shall, during the Employment Period, be diligent and loyal and devote your professional skills, time, energies and best efforts to the performance of your duties and responsibilities in the Company.
- 1.5 During the Employment Period, you shall not engage in any other employment, consulting or other business activity (whether full-time or part-time or paid or unpaid) By signing this Letter, you expressly undertake that you have no contractual commitments or other legal obligations that would prevent you from performing your duties towards the Company, in any manner whatsoever. Any charitable work needs prior permission of the company
- 1.6 You will initially be on probation for a period of six (6) months from the actual date of joining. The probation period may be reduced or extended by the Company at its sole discretion depending upon your performance without providing any reasons. You will be on probation until your successful completion of the probationary period is confirmed in writing.
- 1.7 **MINIMUM SERVICE PERIOD** – You are required to serve the company for a minimum period of **12 months** including your probation period. Please note that if you decide to leave the Organization before completing the minimum service period, the Company would be entitled to recover the training expenses of **INR 25000/- (Rupees Twenty Five Thousand Only)** including notice pay from you as discussed and mutually agreed at the time of your selection.
- 1.8 Retirement age is 60 (sixty) years. This can be modified based on the company's discretion, subject to legal protection available to the employee.
- 1.9 During your employment if you remain absent for a continuous period of eight (8) days without leave or without obtaining the reporting manager's approval in writing, your employment will be deemed to have been voluntarily terminated by you without notice or salary in lieu thereof.

## 2. SALARY, BONUSES, ETC.

- 2.1 You will be remunerated for your services as detailed in **Annexure - 1** appended to this Letter in accordance with Company's customary payroll procedures. The remuneration shall be reviewed from time to time at the discretion of the Company.
- 2.2 The compensation package will be subject to the usual deductions for tax as required under applicable laws.
- 2.3 The compensation package will be subject to adjustment pursuant to the Company's employee compensation policies in effect from time to time, as may be relevant under applicable law.

- 2.4 The compensation package set forth in Section 2.1 includes compensation for all services rendered under this Letter.
- 2.5 As a regular employee of the Company, you will be eligible to participate in regular health insurance and other employee benefit plans in accordance with the policies established and maintained by the Company from time to time.

### 3. DUTIES AND OTHER ACTIVITIES

- 3.1 You shall, in all respects, carry out and use your best endeavors in carrying out the objectives of the Company and protect its interest in all things to the best of your ability and judgment and devote all your time and attention to the business of the Company.
- 3.2 You are not allowed to undertake other work or business-related activities, except with the prior written consent of the Company, irrespective of whether you receive financial compensation for these activities.

### 4. PLACE OF WORK: You will be engaged as a remote employee of Molecular Connections (working from home). The terms and conditions of the remote working contract are as given below:

- 4.1 **Non-competition and Non-solicitation and Prohibited Third Party Contacts.** During the term of this Agreement (including any Renewal Term), you will work exclusively for Molecular Connections and shall not associate with any other Company either directly or indirectly. You shall also not engage in any other business activities with companies, institutes, organizations or any other form of entities which directly or indirectly compete with MOLECULAR CONNECTIONS. During and for three (3) years after the date of termination of this Agreement, you shall not engage in any business activities that conflicts this clause. Also, during and for three (3) years after the date of termination of this Agreement, you shall not entice away or cause to entice away directly or indirectly, any person/entity including an employee, remote employee, customer, vendor, who is in the habit of dealing with the company.
- 4.2 The Company may also require you to complete certain duties or assign your services to any associate company, branch office, subsidiary or other companies, concerns, organizations, or firms with whom the Company may make any such arrangement or enter into an agreement. You may also be required to work at any client premises based in India or overseas, as deemed fit by the Company.
- 4.3 **Termination of Remote Agreement.** At any point of time, Molecular Connections in its sole discretion and upon reasonable notice can cancel this remote working Agreement and ask the remote working employee to revert to the regular working employee environment and report at its office.

- 4.4 **Destruction of Data Upon Termination.** Upon termination of the employment, remote employee shall (at the option of MOLECULAR CONNECTIONS) erase or otherwise destroy all MOLECULAR CONNECTIONS related data and provide MOLECULAR CONNECTIONS with written notice of compliance within a Three (3) week period after termination of employment.

After notice of compliance is received by MOLECULAR CONNECTIONS, MC in its sole discretion but no later than six (6) weeks after receipt of such notice, MOLECULAR CONNECTIONS will verify the destruction of data by visiting the location of remote working employee. After any termination, Remote employee also shall return all the company's equipment, tools and supplies (hardware, devices, software, applications, logins and passwords, access to servers etc.) back to the MOLECULAR CONNECTIONS in good and proper condition. No relieving letter shall be issued to the remote employee unless the requirements of the appointment letter and this Agreement are fulfilled by the remote employee. In addition, MOLECULAR CONNECTIONS may take other legal actions to recover the company property from the Remote employee. Termination of Remote Agreement. At any point of time, Molecular Connections in its sole discretion and upon reasonable notice can cancel this remote working Agreement and ask the remote working employee to revert to the regular working employee environment and report at its office.

## 5. SERVICES.

**Research Analysis.** Under this Agreement, MOLECULAR CONNECTIONS is responsible for providing, on a continuous basis, to the REMOTE EMPLOYEE scientific literature (Patents, Research articles, etc.) in electronic format (collectively, "Input Materials"), and REMOTE EMPLOYEE is responsible for analyzing such Input Materials and developing scientific content that meets the acceptable standards specified for submission to the clients of MOLECULAR CONNECTIONS. REMOTE EMPLOYEE shall follow the specifications detailed in **Annexure - 2** for this purpose. The Remote employee shall maintain all the documents and treat the database login as highly confidential and must not disclose or discuss with anyone other than Company representative supervising the work. REMOTE EMPLOYEE shall not maintain any data or copy of the processed data ("Deliverables") sent to MOLECULAR CONNECTIONS and shall destroy such data soon after receiving confirmation from MOLECULAR CONNECTIONS that such Deliverables were received. In addition, REMOTE EMPLOYEE shall destroy all Input Materials, Deliverables, associated data, and printed records immediately after processing the deliverables, unless MOLECULAR CONNECTIONS requests in writing or email that REMOTE EMPLOYEE maintain such data/materials. REMOTE EMPLOYEE shall provide MOLECULAR CONNECTIONS with written notice of compliance within a week period after destruction. Under no circumstances shall REMOTE EMPLOYEE merge or otherwise incorporate the Input Materials or the Deliverables with any other database that REMOTE EMPLOYEE owns, builds, or operates for itself or any third party. Violation of this clause shall be considered a substantial breach of this Agreement.

## 6. QUALITY ASSURANCE

Increasing competition, as well as marketplace and technology changes, have led to the need for MOLECULAR CONNECTIONS to focus on and improve the value-added aspects of its products and services, which include high quality and currency. Given that MOLECULAR CONNECTIONS relies on REMOTE EMPLOYEE to provide input that meets these quality standards, MOLECULAR CONNECTIONS acknowledges its responsibility to communicate the standards to REMOTE

EMPLOYEE and to provide feedback on REMOTE EMPLOYEE' performance in this area. Because the quality standards evolve as the needs of the marketplace dictate, both parties acknowledge that MOLECULAR CONNECTIONS editorial policies and standards for processing data may change over time. MOLECULAR CONNECTIONS will use all reasonable efforts to provide communication and support to REMOTE EMPLOYEE in achieving the goals of high quality and currency. REMOTE EMPLOYEE will use all reasonable efforts to conform to the MOLECULAR CONNECTIONS editorial policies and standards, as communicated by MOLECULAR CONNECTIONS, in order to achieve these goals. REMOTE EMPLOYEE must notify MOLECULAR CONNECTIONS of any process changes to the operation that could potentially impact the quality of Deliverables provided to MOLECULAR CONNECTIONS.

MOLECULAR CONNECTIONS reserves the right to conduct audits of the Deliverables provided to MOLECULAR CONNECTIONS. Should MOLECULAR CONNECTIONS determine, in its own judgment, that the audited Deliverables fail to meet MOLECULAR CONNECTIONS quality standards, MOLECULAR CONNECTIONS shall have the right to treat REMOTE EMPLOYEE' delivery of defective

Repeated instances of partial breach for such cause, as well as other failures to address problems with quality in a timely way, may be treated by MOLECULAR CONNECTIONS as a substantial breach of the Agreement and be one of the grounds for termination. Instances of partial breach/deficient quality may also affect the willingness of MOLECULAR CONNECTIONS to renew this and/or other Agreements with REMOTE EMPLOYEE, as well as enter into any new agreements.

## 7. Remote Employee Location and NDA

To fulfill its obligations under this Agreement, REMOTE EMPLOYEE will sign a non-disclosure agreement with MOLECULAR CONNECTIONS, a template of which is incorporated herein as **Annexure - 3**. REMOTE EMPLOYEE shall be solely responsible for ensuring that it complies with the terms and conditions contained in this Agreement. REMOTE EMPLOYEE shall be liable for any damages to MOLECULAR CONNECTIONS resulting from the failure to comply with the terms and conditions contained in this Agreement. Remote Employee shall inform Molecular Connections the specific address of the Remote Employee location, provide access to the same for any audits under this agreement and also inform Molecular Connections, the details of any personal devices to be used for Molecular Connections work, make such personal device (laptop, computer etc.) available to Molecular Connections team for any technical support or audits under this Agreement, to the extend such personal devices are used to perform work for Molecular Connections.



## 8. DATA AND INTELLECTUAL PROPERTY

- A. Data.** All data and materials (including MOLECULAR CONNECTIONS manuals, indexing guidelines, and other documentation) supplied by MOLECULAR CONNECTIONS shall be and remain the exclusive property of MOLECULAR CONNECTIONS. Furthermore, all data processed by remote employees for MOLECULAR CONNECTIONS shall be and remain the exclusive property of MOLECULAR CONNECTIONS.
- B.** Under no circumstances shall remote employee merge or otherwise incorporate the Input Materials or the Deliverables with any other database that remote employee owns, builds, or operates for itself or any third party. Violation of this clause shall be considered a substantial breach of this Agreement.
- C. Intellectual Property.** "Work Product(s)" means any concept, innovation, discovery, invention, development, process, plan, design, formulation, specification, program, Deliverable, or other matter or work first conceived, made, developed, discovered, or acquired by remote employee (either alone or jointly with others) during the term of this Agreement and as a result of performing services within this Agreement.

Remote employee agrees to promptly disclose to MOLECULAR CONNECTIONS any and all Work Product(s) created, conceived, invented, developed, or otherwise produced by remote employee in carrying out services under this Agreement. Any such Work Product(s) relating to the actual or anticipated activities or businesses of MOLECULAR CONNECTIONS will belong exclusively to MOLECULAR CONNECTIONS. Upon such creation, conception, or invention, and without the need for further consideration, Remote employee assigns and transfers to MOLECULAR CONNECTIONS all of his/her rights to, and title and interest in, any copyright, patent or trademark that Remote employee has or might have in relation to such Work Product(s). Insofar as the assignment of future rights (including rights to derivative works) is permitted by law, Remote employee also assigns and transfers to MOLECULAR CONNECTIONS, without the need for further consideration, all of its future rights in relation to such Work Product(s).

MOLECULAR CONNECTIONS shall have the right to file for copyright, patent, trademark, or other intellectual property rights, at its own expense, on all Work Product(s). REMOTE EMPLOYEE agrees to cooperate with MOLECULAR CONNECTIONS and to execute all proper documents, at the expense of MOLECULAR CONNECTIONS, to enable MOLECULAR CONNECTIONS to obtain such intellectual property rights in the India, United States and other foreign countries. The provisions of this Paragraph shall survive any termination or expiration of this Agreement.

## 9. GENERAL TERMS AND CONDITIONS.

- A. Confidentiality.** All information and documentation disclosed to REMOTE EMPLOYEE by MOLECULAR CONNECTIONS (including manuals, other documentation, and information/processes relating to quality auditing), and all Work Product(s) created, conceived, invented, developed, or otherwise produced by REMOTE EMPLOYEE for MOLECULAR CONNECTIONS, is considered sensitive, confidential, and proprietary ("Proprietary Information").

REMOTE EMPLOYEE agrees hereunder to maintain the Proprietary Information in strictest confidence, including but not limited to, the maintenance of such Proprietary Information as if it were the trade secret of REMOTE EMPLOYEE. Proprietary Information will be used by REMOTE EMPLOYEE only in connection with services rendered under this Agreement. Under no circumstances may the Proprietary Information be used for any other purpose, including but not limited to, distribution by assignment, sale, sublicense, loan or other means of transfer to any third party, and any commercial use, whether paid or unpaid. Upon termination or expiration of this Agreement all Proprietary Information will be, at the discretion of MOLECULAR CONNECTIONS, either immediately returned to MOLECULAR CONNECTIONS or destroyed by REMOTE EMPLOYEE.

REMOTE EMPLOYEE will use its best efforts to prevent disclosure (whether by demonstration or otherwise) of any information provided by MOLECULAR CONNECTIONS hereunder that relates to REMOTE EMPLOYEE' performance under this Agreement. Unless required by law or governmental policy, unauthorized disclosure of the existence of this Agreement, any of the terms or conditions of this Agreement, or the subject matter of this Agreement shall be a substantial breach of this Agreement. Similarly, use of the MOLECULAR CONNECTIONS name, whether verbally, in print, or in electronic format, to solicit business or otherwise identify a relationship between MOLECULAR CONNECTIONS and REMOTE EMPLOYEE shall be a substantial breach of this Agreement. The provisions of this Paragraph will survive any termination or expiration of this Agreement.

- B. Warranty and Indemnification.** REMOTE EMPLOYEE warrants that its services hereunder will be of professional quality conforming to generally accepted practices and the law. REMOTE EMPLOYEE will indemnify MOLECULAR CONNECTIONS against all liability or loss, and against all claims or actions based upon or arising out of, or sustained in connection with, the performance or non-performance of this Agreement. Such indemnification shall be limited to the total amount of payments made by MOLECULAR CONNECTIONS to REMOTE EMPLOYEE under this Agreement.
- C. Compliance & Process Audits.** MOLECULAR CONNECTIONS shall have the right to audit REMOTE EMPLOYEE for compliance of all terms and conditions of this Agreement at any time during the term of this Agreement and for one year thereafter. Should MOLECULAR CONNECTIONS exercise its right to audit, it will do so in an expeditious and non-invasive manner, as is commercially reasonable. The MOLECULAR CONNECTIONS auditors will be chosen at the sole discretion of MOLECULAR CONNECTIONS, and MOLECULAR CONNECTIONS will pay for all of the auditors' costs. Any costs incurred by REMOTE EMPLOYEE before, during, or after the audit will be paid by REMOTE EMPLOYEE. MOLECULAR CONNECTIONS' rights under this section include, but are not limited to, the right to audit all the input, processing or delivery information stored in remote employees computer, laptop or other devices used by REMOTE EMPLOYEE, irrespective of whether any such devices, hardware or software if Molecular Connections supplied or employee owned, database input service operations, Quality Assurance Program for Deliverables and associated records, Staff Training Plan and relevant processes associated with Deliverables, and to assess hardware, software, network/internet, and computer support and security at the REMOTE EMPLOYEE location.



- D. Equipments, Tools and Supplies.** The use of any equipment, software, applications, server access, passwords, logins, data supplies, provided by Molecular Connections are for use by the authorized persons and for purposes relating to Molecular Connections business only. Employees have the duty to take good care of such tools and equipment and shall contact Molecular Connections (technology dept. or manager) if there is any issue with regards to the equipment, software, or connectivity. Any equipment, software or hardware provided by Molecular connections shall be whole and sole property of Molecular connections and Remote employee is required to return back to Molecular connections all the equipment, software or hardware in accepted condition upon termination of his/her employment or at the request of Molecular Connections at any time during the tenure of his/her employment.
- E. Governing Law.** The validity, construction and performance of this Agreement and the legal relations between the parties to this Agreement are governed by and construed in accordance with the laws of the State of Karnataka, Jurisdiction Bangalore.
- F. Severability.** The provisions of this Agreement are severable, and, in the event that any provisions are determined to be invalid or unenforceable under any controlling body of law, such invalidity or unenforceability will not in any way affect the validity or enforceability of the remaining provisions
- G. Waivers.** Any waiver of, or failure to enforce, any breach or provision of this Agreement by either party does not operate nor may it be construed as a subsequent waiver of that breach or provision or of any other breach or provision hereof.
- H. Non-Assignment.** REMOTE EMPLOYEE may not assign ownership of this Agreement to a Third Party without the prior written consent of MOLECULAR CONNECTIONS.
- I. Notices.** Any notice(s) required to be given pursuant to this Agreement must be sent in writing via fax or courier and will be deemed given (i) upon receipt by the transmitting party of confirmation or response if delivery is by fax; or (ii) 2 days after posting if sent by courier. Notices must be sent to the parties at the addresses/fax numbers set forth herein. Both parties agree to provide notice to the other party of any change in address/fax number.
- J. Incorporation of Documents.** **Appointment letter, Non-Disclosure Agreement and Equipment Usage Acceptance Form,** are hereby incorporated into and made part of this Agreement.

## 10. RULES AND REGULATIONS

- 10.1 In addition to the terms and conditions of employment specifically stated herein, you undertake to 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.
- 10.2 Your employment shall also be governed by statutory laws enacted by Central or State Government or local authorities, as may be applicable, from time to time.

## 11. COMPLIANCE WITH APPLICABLE LAWS

- 11.1 You agree to comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to your employment with the Company.
- 11.2 Without limiting the generality of the foregoing, you represent and warrant 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 government official, political party, candidate for political office, or public international organization; 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 government official, political party, candidate for political office, or public international organization, for the purpose of obtaining or retaining any business, or to obtain another unfair advantage, in connection with the Company's business
- 11.3 By signing this Letter of Appointment, you consent to the terms and conditions of the Company Policy, as maybe modified by the Company from time to time at its sole discretion.

## 12. TERMINATION OF EMPLOYMENT

- 12.1 At any time during your probation period, the Company may terminate your employment by giving a prior written notice of 30 (thirty) days or salary in lieu thereof.
- 12.2 Upon confirmation of your employment with the Company, the Company may terminate your employment by giving atleast three (3) months prior notice in writing or payment in lieu of such notice. In the event you desire to terminate your employment with the Company, you shall have to give a prior written notice of three (3) months to the Company. Company reserves right not to accept Notice amount money in lieu of notice period due to business reasons.
- 12.3 In case you do not serve the complete notice period as required by the Company, then the Company will be under no obligation to issue the relieving documents to you or undertake any other relieving formalities.
- 12.4 Your employment with the company may be terminated by the Company without notice or payment in lieu thereof, in case of breach or non-compliance of the terms, conditions or stipulations contained in this Letter, which would be construed as misconduct, or if you are found guilty of any negligence or other misconduct in connection with or affecting the business or affairs of the Company. Termination of your employment for the reasons stated herein would be without prejudice to:
  - 12.4.1 The Company's right to claim the actual damages it has suffered on account of such breach; and
  - 12.4.2 Any other relief to which the Company may be entitled under contract, law or equity.

**12.5 Misconduct will include without limitation:**

- 12.5.1 Habitual absence from service without prior notice in writing and/ or without sufficient cause;
  - 12.5.2 Absence from service without prior notice in writing or without sufficient cause for a period of seven (7) days or more and not rejoining service despite reminder(s) from the Company;
  - 12.5.3 Participating in and/ or abetting the conduct of a strike in contravention of any law;
  - 12.5.4 Causing damage to the reputation or property of the Company;
  - 12.5.5 Breach or non-observance of the terms, conditions or stipulations contained in this Letter;
  - 12.5.6 Breach of the confidentiality/secretcy provisions set out in the Non Disclosure of Confidential Information and Invention Assignment Agreement.
  - 12.5.7 Any criminal or illegal activity breaking laws or any conviction by a court of law
- 12.6 On termination of your employment, the Company shall not have any further liability towards you other than remuneration, allowances and perquisites that have accrued prior to the effective date of termination of employment.
- 12.7 Immediately upon termination of your employment, you shall return to the Company, all property/ies of the Company heretofore provided to you by the Company, or otherwise in your custody, possession or control.
- 12.8 Notwithstanding any provision of this Letter to the contrary, no termination of your employment for any reason whatsoever, shall in any manner operate to terminate, limit or otherwise affect the Company's ownership of any of the rights, properties, privileges granted to the Company hereunder or under any other agreement executed between you and the Company.
- 12.9 On termination of your employment for any reason whatsoever, you shall fully co-operate and provide all assistance as may be necessary or reasonably required by the Company for handing over your job responsibilities and functions to your successor in a manner that ensures continuity in the administration of the Company's affairs.
- 12.10 You shall not solicit or take away, directly or indirectly for any reason, any person, entity or business that was, at any time during your employment or at the time of your termination, a customer or prospective customer of the Company or any of its subsidiaries or affiliates.
- 12.11 You shall not solicit or take away or attempt to solicit or take away, directly or indirectly, any employee of the Company or its subsidiaries or affiliates, either for your own purposes or for any other person or entity.

### 13. GOVERNING LAW AND JURISDICTION

This Letter is governed by and construed in accordance with the laws of India and will be subject to exclusive jurisdiction to the Courts at Bangalore.

### 14. GENERAL

This Letter and your employment are personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. However, the Company may assign this Letter, in part or whole, upon written notice to you.

No delay or failure by the Company to exercise any of its powers, rights or remedies under these terms of Employment shall operate as a waiver of such powers, rights or remedies.

If any provision of this Letter is held by any competent authority to be invalid or unenforceable, the validity of other provisions and the remainder of this Letter shall not be affected.

You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Letter together with the Non-Disclosure of Confidential Information and Invention Assignment Agreement, are the exclusive and entire understanding between the Company and you relating to the subject matter hereof, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

Yours Sincerely,  
**For Molecular Connections Private Limited**

*Jignesh Bhate*

**Name : Jignesh Bhate**  
**Title : Chief Executive Officer**

**Remote Employee Acceptance & Declaration:**

- I shall remain committed to my job responsibilities as an employee and ensure timely deliverance to meet the set expectations and strive for excellence in the achievement of all my KRAs from my home working location;
- I understand that the requirement for me to adhere to all Company policies and procedures as detailed in my appointment letter as well as in the Employee Handbook is unaffected by the fact that I will be working from home away from the office;
- I agree to allow access, by prior arrangement, to my manager, IT staff, portable appliance testing staff and any other Company employee who requires access to perform their duties;
- I understand that the remote working agreement is not a substitute for childcare or other caring responsibilities and that adequate provisions must be made in respect of these;
- I understand that I may be required to attend the office meetings from time to time during my home working hours (e.g. to attend a team review meeting, a training program, a team event, etc.);
- I understand the provision for the home working agreement can be cancelled by the Company if my superiors are unhappy with my performance for not meeting their expectations or for any other business reasons or uncertainties in future.

I have read, understood and agree to all terms and conditions of this letter of Appointment and relating to the remote working arrangement:

**Signature :**

**Date : October 19, 2023**

**Name : Suchithra R**

**Place :**

**ANNEXURE - 1**

<b>COMPENSATION &amp; BENEFITS STRUCTURE</b>		
<b>NAME</b>	<b>Ms. Suchithra R</b>	
<b>DESIGNATION</b>	<b>Scientific Analyst</b>	
<b>GRADE</b>	<b>7</b>	
<b>LEVEL</b>	<b>2</b>	
<b>EFFECTIVE DATE</b>	<b>October 23, 2023</b>	
<b>SALARY COMPONENTS</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
<b>A. FIXED COMPONENTS</b>		
Basic + DA	11100	133200
HRA	129	1548
WFH Allowance *	2500	30000
M_Bonus	2220	26640
<b>B. RETIREMENT BENEFITS</b>		
PF (Employer contribution)	1332	15984
Gratuity Contribution	534	6408
<b>C. OTHER BENEFITS</b>		
ESIC ( Employer contribution)	519	6228
<b>MONTHLY CTC ( A+B+C)</b>	<b>18334</b>	
<b>ANNUAL CTC ( A+B+C)</b>		<b>220000</b>

Your compensation has been structured to facilitate better tax planning and increased savings for you during the financial year.

\* Payable subject to achievement of Key work commitments (reference Annexure-2).

Please Note: MC has tie-up only with ICICI and HDFC banks for the salary disbursement for its employees. So, you are expected to open an account with any of these bank's branch if not having one and notify us with the account details along with a proof of copy of passbook or cheque leaf within 15 days of your joining MC.

Signed By:

*Jignesh Bhate*

Date: October 19, 2023

M.S. Mythili

**ANNEXURE - 2**

**1. Remote Employee Key work commitments:**

- REMOTE EMPLOYEE shall contribute a minimum of 80 completed substances per day and monthly volume proportionately.
- The said target of 80 completed substances per day or monthly volume proportionately and set quality standards in terms of no substances errors should be achieved without fail, failure to achieve the target will result in LOP.
- Completed items will by definition mean annotation of the said field criteria defined in the instruction manual or guideline document.
- The said weekly production reports with reference ids are to be communicated to the immediate supervisor within 11.00 AM on every Monday.
- The completed items should pass with a minimum of 95% quality in either internal review process and no feedbacks on substances for a given delivery batch in external review process.
- A 5% increase in production is expected from REMOTE EMPLOYEE every year.
- REMOTE EMPLOYEE will be solely responsible for rework of any items scored down in the feedback review reports. The rework will involve implementing corrections from the emailed review reports. The rework item has to be resubmitted within one working day. And a closure mail response has to be sent to the quality reviewer.
- REMOTE EMPLOYEE will be available for the monthly feedback report review meetings. He/She will make necessary efforts to remain up-to-date on the guideline versioning shared during these meetings and implement them in all subsequent work units.
- REMOTE EMPLOYEE will also be a very integral part of the project management team and contribute substantially to bring to the team managers notice of any new learnings received as part of feedback mail notifications.
- REMOTE EMPLOYEE will undergo training in the Bangalore office for the first 3 months.

**ACCEPTED AND AGREED TO:  
REMOTE EMPLOYEE**

**ACCEPTED AND AGREED TO:  
MOLECULAR CONNECTIONS P LTD**

By :
Name: <b>Suchithra R</b>
Date : October 19, 2023

By : <i>Jignesh Bhate</i>
Name: <b>Jignesh Bhate Chief Executive Officer</b>
Date : October 19, 2023



**ANNEXURE -3**

**Non-Disclosure Agreement**

I, **Ms. Suchithra R,** hereby agree that all MOLECULAR CONNECTIONS PVT LTD (hereinafter "MOLECULAR CONNECTIONS")-owned data, information and documentation disclosed to me or developed by me in association with the agreement between MOLECULAR CONNECTIONS and MYSELF will be considered to be sensitive, confidential, and proprietary ("Proprietary Information"). I agree that all information shall be considered Proprietary Information unless indicated otherwise, and I agree to maintain the Proprietary Information in strictest confidence.

I understand and agree that the Proprietary Information may be used only in connection with my employment and only to the extent necessary for MYSELF to fulfill its contractual obligations with MOLECULAR CONNECTIONS. Under no circumstances will I distribute the Proprietary Information for any other purpose, including but not limited to, distribution by assignment, sale, sublicense, loan or other means of transfer to any third party, and any commercial use, whether paid or unpaid.

I understand and agree that I may only disclose Proprietary Information with the employees, agents or representatives of MOLECULAR CONNECTIONS who are bound by a similar requirement of confidentiality. However, I understand that my obligations under this paragraph will not apply to information that:

- A. Is or becomes known to the general public without improper action or inaction by me;
- B. Was rightfully disclosed to me by a third party that is not obligated to MYSELF or MOLECULAR CONNECTIONS to maintain confidentiality, provided that I comply with any restrictions imposed by the third party;
- C. Is disclosed pursuant to a court order, provided the Employee will contact Molecular Connections so that Molecular Connections may seek a protective order, seek another appropriate remedy, or waive the Employees compliance with the Agreement. If Molecular Connections waives the Employees compliance with the Agreement or fails to obtain a protective order or other appropriate remedy, the Employee will furnish only that portion of the Confidential Information that is legally required to be disclosed and will use its best efforts to obtain confidential treatment for such Confidential Information.

I warrant and represent that my affiliation with any company, whether as an employee, officer, director, agent, Remote employee or otherwise, is not such that a conflict of interest would be created by receiving the Proprietary Information covered by this Agreement.

I understand and acknowledge MOLECULAR CONNECTIONS may take all reasonable steps to protect the Proprietary Information, including but not limited to, seeking injunctive relief and any other remedies available at law or in equity in the event that I breach this Agreement.

To be binding, all additions and modifications to this Agreement must be made in writing referencing this Agreement and must be signed by both parties.


**ACCEPTED AND AGREED TO:**

**REMOTE EMPLOYEE**

By :
Name: <b>Suchithra R</b>
Date: October 19, 2023

**ACCEPTED AND AGREED TO:**

**MOLECULAR CONNECTIONS P LTD**

By : 
Name: <b>Jignesh Bhate</b> <b>Chief Executive Officer</b>
Date: October 19, 2023



DigiSigner Document ID: 81b2323a-3e67-4eb5-b13b-8233f2ec08b1

## Signer

Email: mythili@molecularconnections.com  
IP Address: 122.167.3.28

Email: jignesh@molecularconnections.com  
IP Address: 62.80.122.52

Email: jignesh@molecularconnections.com  
IP Address: 62.80.122.52

Email: jignesh@molecularconnections.com  
IP Address: 62.80.122.52

Email: jignesh@molecularconnections.com  
IP Address: 62.80.122.52

## Signature

M.S. Mythili

*Jignesh Bhate*

*Jignesh Bhate*

*Jignesh Bhate*

*Jignesh Bhate*

**LETTER OF OFFER****Dear Afrid M A,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

Your employment commences from the date of your reporting, which date shall not be later than **24-06-2024**. In the event of you not joining by this date, this offer will automatically expire, unless specifically extended by ABFRL. This offer of Employment is subject to receipt of satisfactory references, antecedent verification as a part of the company recruitment policy.

**For Nandi Toyota,**

1. 5 passport-size photographs.
2. Your 10<sup>th</sup> and 12<sup>th</sup> Std (SSLC & PUC) educational qualification certificates and all marks cards of your current Graduate program
3. Birth Certificate
4. Identification & Address Proof (Aadhar Card and PAN Card)
5. 1 Postcard-size photograph of you and your parents to register them under ESIC (Employee State Insurance Corporation)
6. Your Blood Group and dates of birth of your dependents (including parents)
7. Medical Fitness Certificate
8. Bank Account details including IFSC code.

Please note that this Offer is conditional to your completion of the Graduate program at your college without any current backlogs. In the event that you do not pass the final semester of your Graduate program, this offer stands cancelled.

We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)

**LETTER OF OFFER****Dear Anjali J K Baradwaj,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

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**For Nandi Toyota,**

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3. Birth Certificate
4. Identification & Address Proof (Aadhar Card and PAN Card)
5. 1 Postcard-size photograph of you and your parents to register them under ESIC (Employee State Insurance Corporation)
6. Your Blood Group and dates of birth of your dependents (including parents)
7. Medical Fitness Certificate
8. Bank Account details including IFSC code.

Please note that this Offer is conditional to your completion of the Graduate program at your college without any current backlogs. In the event that you do not pass the final semester of your Graduate program, this offer stands cancelled.

We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)

**LETTER OF OFFER****Dear Anushree M,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

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**For Nandi Toyota,**

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Please note that this Offer is conditional to your completion of the Graduate program at your college without any current backlogs. In the event that you do not pass the final semester of your Graduate program, this offer stands cancelled.

We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)

**LETTER OF OFFER****Dear Balasubramanya Bhogale S,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

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**For Nandi Toyota,**

1. 5 passport-size photographs.
2. Your 10<sup>th</sup> and 12<sup>th</sup> Std (SSLC & PUC) educational qualification certificates and all marks cards of your current Graduate program
3. Birth Certificate
4. Identification & Address Proof (Aadhar Card and PAN Card)
5. 1 Postcard-size photograph of you and your parents to register them under ESIC (Employee State Insurance Corporation)
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7. Medical Fitness Certificate
8. Bank Account details including IFSC code.

Please note that this Offer is conditional to your completion of the Graduate program at your college without any current backlogs. In the event that you do not pass the final semester of your Graduate program, this offer stands cancelled.

We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)





# TOYOTA

## NANDI TOYOTA

MOTOR WORLD PRIVATE LIMITED

46/3A, Kudlu Gate, 7th Mile,

Hosur Road, Bangalore - 560 068.

Ph : 080 - 40431111

Website : www.nanditoyota.com

DATE: 15/05/2024

To,  
Placement Cell  
JSS College, Mysore

Dear Sir,

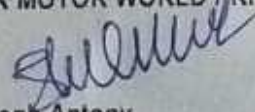
Thanks for giving us an opportunity to conduct a campus drive at your college.

This is to inform that the below mentioned candidates are selected and they will be joining on June 24th, 2024 Kindly let us know if any changes

Sl.No	Name	Designation	Qualification
1	Nikhil P	Sales Officer	B.S.C
2	Vrashini M K	Sales Officer	B.S.C
3	Beerresh H	Sales Officer	B.S.C
4	Sahana M	Sales Officer	B.S.C
5	Anushree N	Sales Officer	B.S.C
6	Shivamalladaradhy	Sales Officer	B.S.C
7	Balasubramanya Bhogale S	Sales Officer	B.S.C
8	Swathi A	Sales Officer	B.S.C
9	Likith M J	Sales Officer	B.S.C
10	Dhanushree S	Sales Officer	B.B.A
11	Shiva Kumar R	Sales Officer	B.S.C
12	Shreyas Gowda D B	Sales Officer	B.S.C
13	Shafiq H A	Sales Officer	B.B.A
14	S Akhila	Sales Officer	B.B.A
15	Santosh A R	Sales Officer	B.B.A
16	Chandana S V	Sales Officer	B.B.A
17	Yashas S	Sales Officer	B.Com
18	Dimpal S N	Sales Officer	B.B.A
19	Afrid M A	Sales Officer	B.B.A
20	Anjali J K Baradwaj	Sales Officer	B.B.A
21	Tanish D C	Sales Officer	B.Com
22	Yashas Henjar K M	Sales Officer	B.Com
23	Vidyashree R C	Sales Officer	B.B.A
24	Ullas Gowda M	Sales Officer	B.Com
25	Deeksha R M	Sales Officer	B.S.C
26	Mahadeva Prasad P V	Sales Officer	B.C.A
27	Prajwal N	Sales Officer	B.C.A
28	Shreesharan B	Sales Officer	B.S.C
29	Pruthvi Raj H S	Sales Officer	B.S.C
30	Fayiz Ahmed Khan	Sales Officer	B.S.C
31	Yashwanth P	Sales Officer	B.S.C
32	Harsha M	Sales Officer	B.S.C
33	Punitha K M	Sales Officer	B.S.C
34	Likith R	Sales Officer	B.S.C
35	Nagendra N	Sales Officer	B.S.C
36	Pavan Ponnappa R	Sales Officer	B.Com

Regards

FOR MOTOR WORLD PRIVATE LIMITED.,

*for* 

Joseph Antony

Senior Manager - Human Resources

**LETTER OF OFFER****Dear Beerresh H,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

Your employment commences from the date of your reporting, which date shall not be later than **24-06-2024**. In the event of you not joining by this date, this offer will automatically expire, unless specifically extended by ABFRL. This offer of Employment is subject to receipt of satisfactory references, antecedent verification as a part of the company recruitment policy.

**For Nandi Toyota,**

1. 5 passport-size photographs.
2. Your 10<sup>th</sup> and 12<sup>th</sup> Std (SSLC & PUC) educational qualification certificates and all marks cards of your current Graduate program
3. Birth Certificate
4. Identification & Address Proof (Aadhar Card and PAN Card)
5. 1 Postcard-size photograph of you and your parents to register them under ESIC (Employee State Insurance Corporation)
6. Your Blood Group and dates of birth of your dependents (including parents)
7. Medical Fitness Certificate
8. Bank Account details including IFSC code.

Please note that this Offer is conditional to your completion of the Graduate program at your college without any current backlogs. In the event that you do not pass the final semester of your Graduate program, this offer stands cancelled.

We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)

**LETTER OF OFFER****Dear Chandana S V,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

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**For Nandi Toyota,**

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Please note that this Offer is conditional to your completion of the Graduate program at your college without any current backlogs. In the event that you do not pass the final semester of your Graduate program, this offer stands cancelled.

We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)



**LETTER OF OFFER****Dear Deeksha R M,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

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**For Nandi Toyota,**

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3. Birth Certificate
4. Identification & Address Proof (Aadhar Card and PAN Card)
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Please note that this Offer is conditional to your completion of the Graduate program at your college without any current backlogs. In the event that you do not pass the final semester of your Graduate program, this offer stands cancelled.

We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)

**LETTER OF OFFER****Dear Dhanushree S,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

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**For Nandi Toyota,**

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2. Your 10<sup>th</sup> and 12<sup>th</sup> Std (SSLC & PUC) educational qualification certificates and all marks cards of your current Graduate program
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Please note that this Offer is conditional to your completion of the Graduate program at your college without any current backlogs. In the event that you do not pass the final semester of your Graduate program, this offer stands cancelled.

We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)

**LETTER OF OFFER****Dear Dimpal S N,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

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**For Nandi Toyota,**

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2. Your 10<sup>th</sup> and 12<sup>th</sup> Std (SSLC & PUC) educational qualification certificates and all marks cards of your current Graduate program
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Please note that this Offer is conditional to your completion of the Graduate program at your college without any current backlogs. In the event that you do not pass the final semester of your Graduate program, this offer stands cancelled.

We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)

**LETTER OF OFFER****Dear Fayiz Ahmed Khan,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

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**For Nandi Toyota,**

1. 5 passport-size photographs.
2. Your 10<sup>th</sup> and 12<sup>th</sup> Std (SSLC & PUC) educational qualification certificates and all marks cards of your current Graduate program
3. Birth Certificate
4. Identification & Address Proof (Aadhar Card and PAN Card)
5. 1 Postcard-size photograph of you and your parents to register them under ESIC (Employee State Insurance Corporation)
6. Your Blood Group and dates of birth of your dependents (including parents)
7. Medical Fitness Certificate
8. Bank Account details including IFSC code.

Please note that this Offer is conditional to your completion of the Graduate program at your college without any current backlogs. In the event that you do not pass the final semester of your Graduate program, this offer stands cancelled.

We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)

**LETTER OF OFFER****Dear Harsha M,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

Your employment commences from the date of your reporting, which date shall not be later than **24-06-2024**. In the event of you not joining by this date, this offer will automatically expire, unless specifically extended by ABFRL. This offer of Employment is subject to receipt of satisfactory references, antecedent verification as a part of the company recruitment policy.

**For Nandi Toyota,**

1. 5 passport-size photographs.
2. Your 10<sup>th</sup> and 12<sup>th</sup> Std (SSLC & PUC) educational qualification certificates and all marks cards of your current Graduate program
3. Birth Certificate
4. Identification & Address Proof (Aadhar Card and PAN Card)
5. 1 Postcard-size photograph of you and your parents to register them under ESIC (Employee State Insurance Corporation)
6. Your Blood Group and dates of birth of your dependents (including parents)
7. Medical Fitness Certificate
8. Bank Account details including IFSC code.

Please note that this Offer is conditional to your completion of the Graduate program at your college without any current backlogs. In the event that you do not pass the final semester of your Graduate program, this offer stands cancelled.

We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)

**LETTER OF OFFER****Dear Likith M J,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

Your employment commences from the date of your reporting, which date shall not be later than **24-06-2024**. In the event of you not joining by this date, this offer will automatically expire, unless specifically extended by ABFRL. This offer of Employment is subject to receipt of satisfactory references, antecedent verification as a part of the company recruitment policy.

**For Nandi Toyota,**

1. 5 passport-size photographs.
2. Your 10<sup>th</sup> and 12<sup>th</sup> Std (SSLC & PUC) educational qualification certificates and all marks cards of your current Graduate program
3. Birth Certificate
4. Identification & Address Proof (Aadhar Card and PAN Card)
5. 1 Postcard-size photograph of you and your parents to register them under ESIC (Employee State Insurance Corporation)
6. Your Blood Group and dates of birth of your dependents (including parents)
7. Medical Fitness Certificate
8. Bank Account details including IFSC code.

Please note that this Offer is conditional to your completion of the Graduate program at your college without any current backlogs. In the event that you do not pass the final semester of your Graduate program, this offer stands cancelled.

We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)



**LETTER OF OFFER****Dear Likith R,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

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**For Nandi Toyota,**

1. 5 passport-size photographs.
2. Your 10<sup>th</sup> and 12<sup>th</sup> Std (SSLC & PUC) educational qualification certificates and all marks cards of your current Graduate program
3. Birth Certificate
4. Identification & Address Proof (Aadhar Card and PAN Card)
5. 1 Postcard-size photograph of you and your parents to register them under ESIC (Employee State Insurance Corporation)
6. Your Blood Group and dates of birth of your dependents (including parents)
7. Medical Fitness Certificate
8. Bank Account details including IFSC code.

Please note that this Offer is conditional to your completion of the Graduate program at your college without any current backlogs. In the event that you do not pass the final semester of your Graduate program, this offer stands cancelled.

We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)

**LETTER OF OFFER****Dear Mahadeva Prasad P V,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

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**For Nandi Toyota,**

1. 5 passport-size photographs.
2. Your 10<sup>th</sup> and 12<sup>th</sup> Std (SSLC & PUC) educational qualification certificates and all marks cards of your current Graduate program
3. Birth Certificate
4. Identification & Address Proof (Aadhar Card and PAN Card)
5. 1 Postcard-size photograph of you and your parents to register them under ESIC (Employee State Insurance Corporation)
6. Your Blood Group and dates of birth of your dependents (including parents)
7. Medical Fitness Certificate
8. Bank Account details including IFSC code.

Please note that this Offer is conditional to your completion of the Graduate program at your college without any current backlogs. In the event that you do not pass the final semester of your Graduate program, this offer stands cancelled.

We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)



**LETTER OF OFFER****Dear Nagendra N,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

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**For Nandi Toyota,**

1. 5 passport-size photographs.
2. Your 10<sup>th</sup> and 12<sup>th</sup> Std (SSLC & PUC) educational qualification certificates and all marks cards of your current Graduate program
3. Birth Certificate
4. Identification & Address Proof (Aadhar Card and PAN Card)
5. 1 Postcard-size photograph of you and your parents to register them under ESIC (Employee State Insurance Corporation)
6. Your Blood Group and dates of birth of your dependents (including parents)
7. Medical Fitness Certificate
8. Bank Account details including IFSC code.

Please note that this Offer is conditional to your completion of the Graduate program at your college without any current backlogs. In the event that you do not pass the final semester of your Graduate program, this offer stands cancelled.

We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)

**LETTER OF OFFER****Dear Nikhil P,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

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**For Nandi Toyota,**

1. 5 passport-size photographs.
2. Your 10<sup>th</sup> and 12<sup>th</sup> Std (SSLC & PUC) educational qualification certificates and all marks cards of your current Graduate program
3. Birth Certificate
4. Identification & Address Proof (Aadhar Card and PAN Card)
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6. Your Blood Group and dates of birth of your dependents (including parents)
7. Medical Fitness Certificate
8. Bank Account details including IFSC code.

Please note that this Offer is conditional to your completion of the Graduate program at your college without any current backlogs. In the event that you do not pass the final semester of your Graduate program, this offer stands cancelled.

We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)

**LETTER OF OFFER****Dear Pavan Ponnappa R,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

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**For Nandi Toyota,**

1. 5 passport-size photographs.
2. Your 10<sup>th</sup> and 12<sup>th</sup> Std (SSLC & PUC) educational qualification certificates and all marks cards of your current Graduate program
3. Birth Certificate
4. Identification & Address Proof (Aadhar Card and PAN Card)
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7. Medical Fitness Certificate
8. Bank Account details including IFSC code.

Please note that this Offer is conditional to your completion of the Graduate program at your college without any current backlogs. In the event that you do not pass the final semester of your Graduate program, this offer stands cancelled.

We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)

**LETTER OF OFFER****Dear Prajwal N,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

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**For Nandi Toyota,**

1. 5 passport-size photographs.
2. Your 10<sup>th</sup> and 12<sup>th</sup> Std (SSLC & PUC) educational qualification certificates and all marks cards of your current Graduate program
3. Birth Certificate
4. Identification & Address Proof (Aadhar Card and PAN Card)
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6. Your Blood Group and dates of birth of your dependents (including parents)
7. Medical Fitness Certificate
8. Bank Account details including IFSC code.

Please note that this Offer is conditional to your completion of the Graduate program at your college without any current backlogs. In the event that you do not pass the final semester of your Graduate program, this offer stands cancelled.

We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)

**LETTER OF OFFER****Dear Pruthvi Raj H S,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

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**For Nandi Toyota,**

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2. Your 10<sup>th</sup> and 12<sup>th</sup> Std (SSLC & PUC) educational qualification certificates and all marks cards of your current Graduate program
3. Birth Certificate
4. Identification & Address Proof (Aadhar Card and PAN Card)
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8. Bank Account details including IFSC code.

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We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)

**LETTER OF OFFER****Dear Punitha K M,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

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**For Nandi Toyota,**

1. 5 passport-size photographs.
2. Your 10<sup>th</sup> and 12<sup>th</sup> Std (SSLC & PUC) educational qualification certificates and all marks cards of your current Graduate program
3. Birth Certificate
4. Identification & Address Proof (Aadhar Card and PAN Card)
5. 1 Postcard-size photograph of you and your parents to register them under ESIC (Employee State Insurance Corporation)
6. Your Blood Group and dates of birth of your dependents (including parents)
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We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)



**LETTER OF OFFER****Dear S Akhila,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

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**For Nandi Toyota,**

1. 5 passport-size photographs.
2. Your 10<sup>th</sup> and 12<sup>th</sup> Std (SSLC & PUC) educational qualification certificates and all marks cards of your current Graduate program
3. Birth Certificate
4. Identification & Address Proof (Aadhar Card and PAN Card)
5. 1 Postcard-size photograph of you and your parents to register them under ESIC (Employee State Insurance Corporation)
6. Your Blood Group and dates of birth of your dependents (including parents)
7. Medical Fitness Certificate
8. Bank Account details including IFSC code.

Please note that this Offer is conditional to your completion of the Graduate program at your college without any current backlogs. In the event that you do not pass the final semester of your Graduate program, this offer stands cancelled.

We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)



**LETTER OF OFFER****Dear Sahana M,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of "**Sales Officer**" at Job Band "**Staff**" at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

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**For Nandi Toyota,**

1. 5 passport-size photographs.
2. Your 10<sup>th</sup> and 12<sup>th</sup> Std (SSLC & PUC) educational qualification certificates and all marks cards of your current Graduate program
3. Birth Certificate
4. Identification & Address Proof (Aadhar Card and PAN Card)
5. 1 Postcard-size photograph of you and your parents to register them under ESIC (Employee State Insurance Corporation)
6. Your Blood Group and dates of birth of your dependents (including parents)
7. Medical Fitness Certificate
8. Bank Account details including IFSC code.

Please note that this Offer is conditional to your completion of the Graduate program at your college without any current backlogs. In the event that you do not pass the final semester of your Graduate program, this offer stands cancelled.

We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)

**LETTER OF OFFER****Dear Santhosh A R,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

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**For Nandi Toyota,**

1. 5 passport-size photographs.
2. Your 10<sup>th</sup> and 12<sup>th</sup> Std (SSLC & PUC) educational qualification certificates and all marks cards of your current Graduate program
3. Birth Certificate
4. Identification & Address Proof (Aadhar Card and PAN Card)
5. 1 Postcard-size photograph of you and your parents to register them under ESIC (Employee State Insurance Corporation)
6. Your Blood Group and dates of birth of your dependents (including parents)
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8. Bank Account details including IFSC code.

Please note that this Offer is conditional to your completion of the Graduate program at your college without any current backlogs. In the event that you do not pass the final semester of your Graduate program, this offer stands cancelled.

We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)

**LETTER OF OFFER****Dear Shivakumar R,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

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**For Nandi Toyota,**

1. 5 passport-size photographs.
2. Your 10<sup>th</sup> and 12<sup>th</sup> Std (SSLC & PUC) educational qualification certificates and all marks cards of your current Graduate program
3. Birth Certificate
4. Identification & Address Proof (Aadhar Card and PAN Card)
5. 1 Postcard-size photograph of you and your parents to register them under ESIC (Employee State Insurance Corporation)
6. Your Blood Group and dates of birth of your dependents (including parents)
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Please note that this Offer is conditional to your completion of the Graduate program at your college without any current backlogs. In the event that you do not pass the final semester of your Graduate program, this offer stands cancelled.

We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)

**LETTER OF OFFER****Dear Shivamallaradhya,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

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**For Nandi Toyota,**

1. 5 passport-size photographs.
2. Your 10<sup>th</sup> and 12<sup>th</sup> Std (SSLC & PUC) educational qualification certificates and all marks cards of your current Graduate program
3. Birth Certificate
4. Identification & Address Proof (Aadhar Card and PAN Card)
5. 1 Postcard-size photograph of you and your parents to register them under ESIC (Employee State Insurance Corporation)
6. Your Blood Group and dates of birth of your dependents (including parents)
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8. Bank Account details including IFSC code.

Please note that this Offer is conditional to your completion of the Graduate program at your college without any current backlogs. In the event that you do not pass the final semester of your Graduate program, this offer stands cancelled.

We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)

**LETTER OF OFFER****Dear Shreesharan B,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of "**Sales Officer**" at Job Band "**Staff**" at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

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**For Nandi Toyota,**

1. 5 passport-size photographs.
2. Your 10<sup>th</sup> and 12<sup>th</sup> Std (SSLC & PUC) educational qualification certificates and all marks cards of your current Graduate program
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4. Identification & Address Proof (Aadhar Card and PAN Card)
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We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)

**LETTER OF OFFER****Dear Shreyas Gowda D B,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

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**For Nandi Toyota,**

1. 5 passport-size photographs.
2. Your 10<sup>th</sup> and 12<sup>th</sup> Std (SSLC & PUC) educational qualification certificates and all marks cards of your current Graduate program
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4. Identification & Address Proof (Aadhar Card and PAN Card)
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We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)



**LETTER OF OFFER****Dear Swathi A,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

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**For Nandi Toyota,**

1. 5 passport-size photographs.
2. Your 10<sup>th</sup> and 12<sup>th</sup> Std (SSLC & PUC) educational qualification certificates and all marks cards of your current Graduate program
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We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)



**LETTER OF OFFER****Dear Tanish D C,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

Your employment commences from the date of your reporting, which date shall not be later than **24-06-2024**. In the event of you not joining by this date, this offer will automatically expire, unless specifically extended by ABFRL. This offer of Employment is subject to receipt of satisfactory references, antecedent verification as a part of the company recruitment policy.

**For Nandi Toyota,**

1. 5 passport-size photographs.
2. Your 10<sup>th</sup> and 12<sup>th</sup> Std (SSLC & PUC) educational qualification certificates and all marks cards of your current Graduate program
3. Birth Certificate
4. Identification & Address Proof (Aadhar Card and PAN Card)
5. 1 Postcard-size photograph of you and your parents to register them under ESIC (Employee State Insurance Corporation)
6. Your Blood Group and dates of birth of your dependents (including parents)
7. Medical Fitness Certificate
8. Bank Account details including IFSC code.

Please note that this Offer is conditional to your completion of the Graduate program at your college without any current backlogs. In the event that you do not pass the final semester of your Graduate program, this offer stands cancelled.

We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)

**LETTER OF OFFER****Dear Ullas Gowda M,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

Your employment commences from the date of your reporting, which date shall not be later than **24-06-2024**. In the event of you not joining by this date, this offer will automatically expire, unless specifically extended by ABFRL. This offer of Employment is subject to receipt of satisfactory references, antecedent verification as a part of the company recruitment policy.

**For Nandi Toyota,**

1. 5 passport-size photographs.
2. Your 10<sup>th</sup> and 12<sup>th</sup> Std (SSLC & PUC) educational qualification certificates and all marks cards of your current Graduate program
3. Birth Certificate
4. Identification & Address Proof (Aadhar Card and PAN Card)
5. 1 Postcard-size photograph of you and your parents to register them under ESIC (Employee State Insurance Corporation)
6. Your Blood Group and dates of birth of your dependents (including parents)
7. Medical Fitness Certificate
8. Bank Account details including IFSC code.

Please note that this Offer is conditional to your completion of the Graduate program at your college without any current backlogs. In the event that you do not pass the final semester of your Graduate program, this offer stands cancelled.

We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)

**LETTER OF OFFER****Dear Varshini M K,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

Your employment commences from the date of your reporting, which date shall not be later than **24-06-2024**. In the event of you not joining by this date, this offer will automatically expire, unless specifically extended by ABFRL. This offer of Employment is subject to receipt of satisfactory references, antecedent verification as a part of the company recruitment policy.

**For Nandi Toyota,**

1. 5 passport-size photographs.
2. Your 10<sup>th</sup> and 12<sup>th</sup> Std (SSLC & PUC) educational qualification certificates and all marks cards of your current Graduate program
3. Birth Certificate
4. Identification & Address Proof (Aadhar Card and PAN Card)
5. 1 Postcard-size photograph of you and your parents to register them under ESIC (Employee State Insurance Corporation)
6. Your Blood Group and dates of birth of your dependents (including parents)
7. Medical Fitness Certificate
8. Bank Account details including IFSC code.

Please note that this Offer is conditional to your completion of the Graduate program at your college without any current backlogs. In the event that you do not pass the final semester of your Graduate program, this offer stands cancelled.

We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)

**LETTER OF OFFER****Dear Vidyashree R C,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

Your employment commences from the date of your reporting, which date shall not be later than **24-06-2024**. In the event of you not joining by this date, this offer will automatically expire, unless specifically extended by ABFRL. This offer of Employment is subject to receipt of satisfactory references, antecedent verification as a part of the company recruitment policy.

**For Nandi Toyota,**

1. 5 passport-size photographs.
2. Your 10<sup>th</sup> and 12<sup>th</sup> Std (SSLC & PUC) educational qualification certificates and all marks cards of your current Graduate program
3. Birth Certificate
4. Identification & Address Proof (Aadhar Card and PAN Card)
5. 1 Postcard-size photograph of you and your parents to register them under ESIC (Employee State Insurance Corporation)
6. Your Blood Group and dates of birth of your dependents (including parents)
7. Medical Fitness Certificate
8. Bank Account details including IFSC code.

Please note that this Offer is conditional to your completion of the Graduate program at your college without any current backlogs. In the event that you do not pass the final semester of your Graduate program, this offer stands cancelled.

We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)

**LETTER OF OFFER****Dear Yashas Henjar K M,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

Your employment commences from the date of your reporting, which date shall not be later than **24-06-2024**. In the event of you not joining by this date, this offer will automatically expire, unless specifically extended by ABFRL. This offer of Employment is subject to receipt of satisfactory references, antecedent verification as a part of the company recruitment policy.

**For Nandi Toyota,**

1. 5 passport-size photographs.
2. Your 10<sup>th</sup> and 12<sup>th</sup> Std (SSLC & PUC) educational qualification certificates and all marks cards of your current Graduate program
3. Birth Certificate
4. Identification & Address Proof (Aadhar Card and PAN Card)
5. 1 Postcard-size photograph of you and your parents to register them under ESIC (Employee State Insurance Corporation)
6. Your Blood Group and dates of birth of your dependents (including parents)
7. Medical Fitness Certificate
8. Bank Account details including IFSC code.

Please note that this Offer is conditional to your completion of the Graduate program at your college without any current backlogs. In the event that you do not pass the final semester of your Graduate program, this offer stands cancelled.

We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)

**LETTER OF OFFER****Dear Yashas S,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

Your employment commences from the date of your reporting, which date shall not be later than **24-06-2024**. In the event of you not joining by this date, this offer will automatically expire, unless specifically extended by ABFRL. This offer of Employment is subject to receipt of satisfactory references, antecedent verification as a part of the company recruitment policy.

**For Nandi Toyota,**

1. 5 passport-size photographs.
2. Your 10<sup>th</sup> and 12<sup>th</sup> Std (SSLC & PUC) educational qualification certificates and all marks cards of your current Graduate program
3. Birth Certificate
4. Identification & Address Proof (Aadhar Card and PAN Card)
5. 1 Postcard-size photograph of you and your parents to register them under ESIC (Employee State Insurance Corporation)
6. Your Blood Group and dates of birth of your dependents (including parents)
7. Medical Fitness Certificate
8. Bank Account details including IFSC code.

Please note that this Offer is conditional to your completion of the Graduate program at your college without any current backlogs. In the event that you do not pass the final semester of your Graduate program, this offer stands cancelled.

We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)



**LETTER OF OFFER****Dear Yashwanth P,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

Your employment commences from the date of your reporting, which date shall not be later than **24-06-2024**. In the event of you not joining by this date, this offer will automatically expire, unless specifically extended by ABFRL. This offer of Employment is subject to receipt of satisfactory references, antecedent verification as a part of the company recruitment policy.

**For Nandi Toyota,**

1. 5 passport-size photographs.
2. Your 10<sup>th</sup> and 12<sup>th</sup> Std (SSLC & PUC) educational qualification certificates and all marks cards of your current Graduate program
3. Birth Certificate
4. Identification & Address Proof (Aadhar Card and PAN Card)
5. 1 Postcard-size photograph of you and your parents to register them under ESIC (Employee State Insurance Corporation)
6. Your Blood Group and dates of birth of your dependents (including parents)
7. Medical Fitness Certificate
8. Bank Account details including IFSC code.

Please note that this Offer is conditional to your completion of the Graduate program at your college without any current backlogs. In the event that you do not pass the final semester of your Graduate program, this offer stands cancelled.

We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)



**LETTER OF OFFER****Dear Shafiq H A,****Date: 15-05-2024**

With reference to your application and subsequent interview with us, we are pleased to offer you the position of “**Sales Officer**” at Job Band “**Staff**” at a Cost to the Company of **Rs.2,85,000/-**( Rupees Tow lakh Eighty Five Thousand per Annum only ). Refer below mentioned Annexure for offer details.

Your employment commences from the date of your reporting, which date shall not be later than **24-06-2024**. In the event of you not joining by this date, this offer will automatically expire, unless specifically extended by ABFRL. This offer of Employment is subject to receipt of satisfactory references, antecedent verification as a part of the company recruitment policy.

**For Nandi Toyota,**

1. 5 passport-size photographs.
2. Your 10<sup>th</sup> and 12<sup>th</sup> Std (SSLC & PUC) educational qualification certificates and all marks cards of your current Graduate program
3. Birth Certificate
4. Identification & Address Proof (Aadhar Card and PAN Card)
5. 1 Postcard-size photograph of you and your parents to register them under ESIC (Employee State Insurance Corporation)
6. Your Blood Group and dates of birth of your dependents (including parents)
7. Medical Fitness Certificate
8. Bank Account details including IFSC code.

Please note that this Offer is conditional to your completion of the Graduate program at your college without any current backlogs. In the event that you do not pass the final semester of your Graduate program, this offer stands cancelled.

We look forward to welcoming you as a member of the Nandi Toyota

Regards  
For Mototr World Private  
Joseph Antony  
Senior Manager-Human Resources  
(Computer- Generated and does not require a signature)