

OFFER LETTER

Dear Jeyavarshini Balamurugan,

OL-2022: 0117

Congratulations!

You have been selected to join Zifo through the Campus Recruitment process held at your College / University.

We are pleased to offer you the position of **Associate Analyst** with a consolidated pay of **Rs. 476,700/- p.a. (Rupees Four Lakhs Seventy Six Thousand Seven Hundred only per annum)**. This consolidated pay includes your Basic Salary, Gratuity, Medical & Health Insurance.

Probation

You will be on probation for a period of 12 months from the date of joining. You would receive a **Confirmation letter** at the end of the probation period.

Insurance Coverage

For each Zifo employee, the insurance coverage extends to yourself, your spouse and two of your children.

Leaves

You would be entitled to 12 Government-mandated public holidays per year. The office will be closed for 10 business days (which includes 5 Government mandated holidays) in a year and an additional 2 days can be chosen as optional holidays from the marked list of holidays in the calendar year.

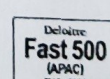
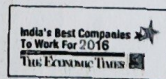
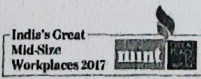
In addition to this, you can avail leave for **16 days** in your first year as part of the earned leave component.

Maternity and Paternity Policy

At Zifo, we are committed to ensuring a family-friendly environment and a culture that builds a great work-life balance. Women employees will be entitled to maternity leave with full pay for a period of 26 weeks, in line with latest Maternity Benefit (Amendment Act) 2017. Male employees will be entitled to paternity leave with full pay for a period of 14 continuous working days.

Working Hours

Your working hours will be from **8:45 am to 5:45 pm** from Monday to Friday.



Non-Disclosure Agreement and Service Agreement

You would be required to sign a Non-Disclosure Agreement and Service Agreement (for a period of 2 years at the time of joining).

Background Verification

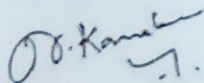
Zifo conducts background verification (BGV) for all its employees. We may leverage an external agency for this process and you would be required to share relevant identity proof and academic documents with them. In case of any submission of false or misleading information, Zifo will take action as deemed appropriate.

Joining Date

Your date of joining will be communicated through our Onboarding Platform – Launchpad.

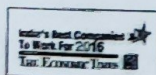
We warmly welcome you to the Zifo family!

Regards,



Kamalahasan N
Head – HR

PRIVILEGE



Letter of Intent (LOI)**Superset ID: 3603578****Date: November 25, 2022****Dear Sindhu B,**

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Based on the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successful completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/ProfileLogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Srookumar
Vice President - Human Resources



Offer: Computer Consultancy
Ref: TCSL/DT20223057066/Chennai
Date: 25/11/2022

Mr. Sudharshan Ganapathy
1/223, Thamarai Street Madurai Road,
Higo Colony,
Virudhunagar-626001,
Tamilnadu.
Tel# -

Dear Sudharshan Ganapathy,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Assistant System Engineer-Trainee in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto Rs.60,000 during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The joining letter will be issued to you only upon successful completion of your academic exams, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential
TCSL/DT20223057066

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

41/5/21-24, Ramesh Nagar, Sholinganagar, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 66 16 2222 Fax: 91 44 66 16 2555 Website: www.tcs.com
Registered Office: Nival Building, 9th Floor, Narayan Point, Mumbai 400 021
TCS Career Service Line: 1800 209 3111 Email: careers@tcs.com



OFFER LETTER

OL-2022: 0116

Dear **Guruharish Minnalkumar**,

Congratulations!

You have been selected to join Zifo through the Campus Recruitment process held at your College / University.

We are pleased to offer you the position of **Associate Analyst** with a consolidated pay of **Rs. 476,700/- p.a. (Rupees Four Lakhs Seventy Six Thousand Seven Hundred only per annum)**. This consolidated pay includes your Basic Salary, Gratuity, Medical & Health Insurance.

Probation

You will be on probation for a period of 12 months from the date of joining. You would receive a **Confirmation letter** at the end of the probation period.

Insurance Coverage

For each Zifo employee, the insurance coverage extends to yourself, your spouse and two of your children.

Leaves

You would be entitled to 12 Government-mandated public holidays per year. The office will be closed for 10 business days (which includes 5 Government mandated holidays) in a year and an additional 2 days can be chosen as optional holidays from the marked list of holidays in the calendar year.

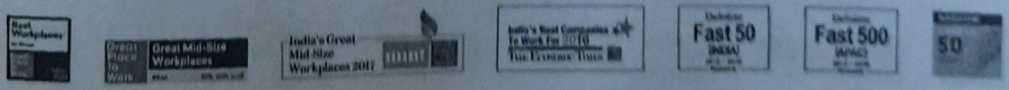
In addition to this, you can avail leave for **16 days** in your first year as part of the earned leave component.

Maternity and Paternity Policy

At Zifo, we are committed to ensuring a family-friendly environment and a culture that builds a great work-life balance. Women employees will be entitled to maternity leave with full pay for a period of 26 weeks, in line with latest Maternity Benefit (Amendment Act) 2017. Male employees will be entitled to paternity leave with full pay for a period of 14 continuous working days.

Working Hours

Your working hours will be from **8:45 am to 5:45 pm** from Monday to Friday.





Non-Disclosure Agreement and Service Agreement

You would be required to sign a **Non-Disclosure Agreement** and **Service Agreement** (for a period of 2 years at the time of joining).

Background Verification

Zifo conducts background verification (BGV) for all its employees. We may leverage an external agency for this process and you would be required to share relevant identity proof and academic documents with them. In case of any submission of false or misleading information, Zifo will take action as deemed appropriate.

Joining Date

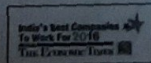
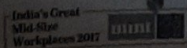
Your date of joining will be communicated through our Onboarding Platform – Launchpad.

We warmly welcome you to the Zifo family!

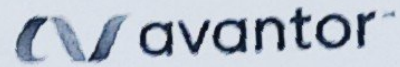
Regards,

Kamalahasan N
Head – HR

PRIVILEGE



2019-23
⑥



Regd Office
VWR Lab Products Pvt. Ltd
No. 139, BDA Industrial Suburb, 6th Main
Tumkur Road, Peenya Post, Bangalore 560058

Date: 04/04/2023
Name: Enia Gouthaman
Address: 2/908-1, Marudhupandiar road, Kannadhasan street, Thasildhar Nagar Madurai, 625020
Phone: 8838951713
Email: eniag19@gmail.com

Dear Enia,

Congratulations! We welcome you to the VWR family.

Sub: Offer and Appointment Letter

We are pleased to extend an offer of employment to you as Associate - Bids and Quotes NA in India - VWR Lab Products Private Ltd. ("VWR India", part of Avantor), a company incorporated under the (Indian) Companies Act, 1956 and having its registered office at Regd office: Unit No. 10, Ground Floor, Empire Infantry Building, Plot No. 29 (old Plot no. 10), Infantry Road, Bangalore-560001 and its Services Division in Coimbatore, IND.

The proposed appointment Start Date will be 17/04/2023.

***** The Company refers to Primarily India - VWR Lab Products Private Ltd. and includes any group companies of Avantor*****

Primary Duties

Your objectives, roles and responsibilities will be shared in detail by your reporting manager. In addition to the defined Key Performance Indicators (KPI), you will also be required to perform such other duties as are customarily performed by a Associate - Bids and Quotes NA of an Indian company and such other duties consistent with such position as may be determined and assigned to you by your superiors in the company from time to time.

You are expected to apply the highest degree of professional and technical skills and experience, work diligently and exercise care in the use of office equipment and machinery. You will devote your whole time and attention to your duties to promote the interests of VWR India, part of Avantor and its parent/subsidiary/allies/group companies ("Avantor Group") and you will apply the best degree of professional, technical and administrative skills and experience and work diligently.

Location and Working Hours

The assignment offered to you is on a full-time basis. Your initial work place will be at VWR India's office in IND- Coimbatore, India or such other place within India as may be required by VWR India. You are expected to work in a shift determined by business requirement.

India GBC Centers:
VWR Lab Products Pvt. Ltd. Rathinam Techno Park, Pollachi, Main Road, Eachanan Posts, Coimbatore 641021
VWR Lab Products Pvt. Ltd. III Floor, Door No. 320, Tower 2 WTC, Kharadi, Pune 411014



OFFER LETTER

OL-2022: 0118

Dear Mala Ponraja,

Congratulations!

You have been selected to join Zifo through the Campus Recruitment process held at your College / University.

We are pleased to offer you the position of Associate Analyst with a consolidated pay of Rs. 476,700/- p.a. (Rupees Four Lakhs Seventy Six Thousand Seven Hundred only per annum). This consolidated pay includes your Basic Salary, Gratuity, Medical & Health Insurance.

Probation

You will be on probation for a period of 12 months from the date of joining. You would receive a Confirmation letter at the end of the probation period.

Insurance Coverage

For each Zifo employee, the insurance coverage extends to yourself, your spouse and two of your children.

Leaves

You would be entitled to 12 Government-mandated public holidays per year. The office will be closed for 10 business days (which includes 5 Government mandated holidays) in a year and an additional 2 days can be chosen as optional holidays from the marked list of holidays in the calendar year.

In addition to this, you can avail leave for 16 days in your first year as part of the earned leave component.

Maternity and Paternity Policy

At Zifo, we are committed to ensuring a family-friendly environment and a culture that builds a great work-life balance. Women employees will be entitled to maternity leave with full pay for a period of 26 weeks, in line with latest Maternity Benefit (Amendment Act) 2017. Male employees will be entitled to paternity leave with full pay for a period of 14 continuous working days.

Working Hours

Your working hours will be from 8:45 am to 5:45 pm from Monday to Friday.





Regd Office

Date: 13/04/2023

Name: Alagudurgeshkumar Kannan

Address: No.9a, 3rd power house Street, NRT Nagar,Theni Theni, 625531

Phone: 9444068176

Email: alagudurgesh5202@gmail.com

Dear Alagudurgeshkumar,

Congratulations! We welcome you to the VWR family.

Sub: Offer and Appointment Letter

We are pleased to extend an offer of employment to you as Associate - Global Data Compliance in India - VWR Lab Products Private Ltd. ("VWR India", part of Avantor), a company incorporated under the (Indian) Companies Act, 1956 and having its registered office at Regd office: Unit No. 10, Ground Floor, Empire Infantry Building , Plot No. 29 (old Plot no. 10),Infantry Road, Bangalore-560001 and its Services Division in Coimbatore, IND.

The proposed appointment Start Date will be 24/04/2023.

**** The Company refers to Primarily India - VWR Lab Products Private Ltd. and includes any group companies of Avantor****

Primary Duties

Your objectives, roles and responsibilities will be shared in detail by your reporting manager.

In addition to the defined Key Performance Indicators (KPI), you will also be required to perform such other duties as are customarily performed by a Associate - Global Data Compliance of an Indian company and such other duties consistent with such position as may be determined and assigned to you by your superiors in the company from time to time.

You are expected to apply the highest degree of professional and technical skills and experience, work diligently and exercise care in the use of office equipment and machinery. You will devote your whole time and attention to your duties to promote the interests of VWR India, part of Avantor and its parent/subsidiary/allies/group companies ("Avantor Group") and you will apply the best degree of professional, technical and administrative skills and experience and work diligently.

Location and Working Hours

The assignment offered to you is on a full-time basis. Your initial work place will be at VWR India's office in IND- Coimbatore, India or such other place within India as may be required by VWR India. You are expected to work in a shift determined by business requirement.

India GBC Centers:

VWR Lab Products Pvt. Ltd. Rathinam Techno Park, Pollachi, Main Road, Eachanari Posts, Coimbatore 641021

VWR Lab Products Pvt. Ltd. III Floor, Door No.320, Tower 2 WTC, Kharadi, Pune 411014



Regd Office

It is also expressly agreed to, by you that you may be liable to be transferred from one shift to another, one job to another job, one department to another, one establishment to another and or from one location to another whether in India or abroad, as may be decided by VWR India, part of Avantor based on business contingencies. You will be subject to all work places related rules and regulations and policies of VWR India as in force from time to time.

You will not enter into any commitments or dealings on behalf of VWR India, Avantor group of companies, for which you have no express authority nor alter or be a party to any alteration of any principal or policy of VWR India or exceed the authority or discretion vested in you without the previous sanction of the authority over you.

Compensation, Benefits and Revisions

Your compensation package and other benefits will be as specified as below. The same has been arrived at, based on your specific background and merit and you are expected to keep this information and any changes made therein from time to time personal and strictly confidential. In case you have any queries, you may discuss the matter with VWR India's Human Resource ("HR") Department. Your compensation will be reviewed as determined by VWR India in accordance with its prevailing policy and practices.

You will be eligible for leave benefits as per the VWR India leave Policy.

VWR India also offers a variety of benefits in addition to your fixed compensation to assist you and your family. You will enjoy all benefits in accordance with VWR India prevailing policy in practice from time to time. You will be explained about these benefits in detail on your joining.

Annual compensation & benefits consist of:

- **Basic Pay:** ₹180,000.00
- **Flexi Benefit plan (Plan to be opted after joining):** ₹98,400.00
- **PF (Employer Contribution):** ₹21,600.00
- **Gross Annual CTC:** ₹300,000.00

Benefits:

- **Group Medical Insurance (Self, Spouse & 2 Children) As per Company Policy**
- **Group Term Life Insurance, As per Company Policy**
- **Group Personal Accidental Insurance As per Company Policy**
- **Transport As per Company Policy**
- **Gratuity As per Payment of Gratuity Act 1972**
- **Bonus As per Payment of Bonus Act 1965**
- **ESI As per ESI Act**

Joining Formalities:

India GBC Centers:

VWR Lab Products Pvt. Ltd. Rathinam Techno Park, Pollachi, Main Road, Eachanari Posts, Coimbatore 641021
VWR Lab Products Pvt. Ltd. III Floor, Door No.320, Tower 2 WTC, Kharadi, Pune 411014



Regd Office

You are required to fill up the below forms (refer to sample forms attached) along with this letter and carry the hard copy of the same with you on the date of joining. you are expected to report at 9:00am and will be part of a two-day induction program.

- Declaration of Health
- Transport Declaration
- Nomination and Declaration Form-Provident Fund
- Nomination and Declaration Form-ESI Scheme (if applicable)
- Gratuity Nomination Form
- Background Verification Consent Form
- Medical Fitness Certificate - If you are joining after a medical break

Background Verification:

A pre-joining background verification check will be done to verify your educational qualifications, place of stay (address), job experience and personal particulars. For this purpose, you are required to provide us with the necessary information and/ or documentation.

Our background verification team will contact you in due course to guide you through the pre-joining background verification process.

If it is found that any information provided by you is not true or you have knowingly suppressed any information or if any other adverse or relevant information comes to light, VWR India may revoke the offer or terminate your appointment without any notice and compensation.

You are expected to submit scanned copy of all the below documents

- X Std certificate
- XII Std Certificate
- UG & PG Degree Certificate, / Diploma (whichever applicable)
- latest employer's / previous employer's relieving letter (if applicable)
- Photograph -pp - 1 no (White Background only)
- PAN Card copy
- Aadhar card copy
- Passport copy

Probation

You will be on probation for a period of six (6) months from the date of joining. You will be confirmed upon successfully completing the confirmation review process, unless/until there is a formal communication on extension of your probation period.

India GBC Centers:

VWR Lab Products Pvt. Ltd. Rathinam Techno Park, Pollachi, Main Road, Eachanari Posts, Coimbatore 641021
VWR Lab Products Pvt. Ltd. III Floor, Door No.320, Tower 2 WTC, Kharadi, Pune 411014



Regd Office

Confidentiality and Intellectual Property Obligations

Please note that as a pre-condition to your employment with VWR India, you will be required to sign VWR India standard employment agreements as decided by VWR India (including but not limited to business code of conduct, internet usage policy, email policy, etc.) from time to time, and you will, throughout your employment with VWR India, abide by the terms of the said agreements and policies.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to VWR India and VWR India has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

Personal Data

VWR's Human Resources Information Systems are consolidated and managed centrally.

As a result personal data is transferred around VWR locations world wide and to selected organizations that provide services to VWR and VWR's global work force. To assure that Personal data privacy is adequately safe guarded, VWR operates internal procedures to protect the confidentiality and security on individual personal data. VWR also requires that external organizations that it works with to provide adequate levels of protection. By accepting this offer you are agreeing to such data storage and transfers

Non Compete and Non Solicit

You will not carry on or be concerned with any business of your own or on behalf of anyone else directly or indirectly, nor shall you take up other business or be associated with any other business with or without remuneration during the course of employment with VWR India.

You will not, whether on your own behalf or on behalf of any other person, firm, company or organization, without prior written consent of VWR India, during your employment with VWR India and for a period of 12 months from the date of termination of your employment, seek to obtain business, customer or orders for products or services of a kind dealt in, produced, marketed or sold by VWR India in the ordinary course of business, or otherwise undertake business with any person, firm, company, or organization who have been customers of VWR India during the last one year of your employment with VWR India.

You will not either during the period of your employment or for a period of 12 months after termination of your employment with VWR India, offer employment to any employee of VWR India or solicit or entice or Endeavour to persuade any employee of VWR India to leave his/her employment with VWR India either directly or indirectly.

The Parties hereby agree and acknowledge that the restrictions contained in this clause are considered reasonable for the legitimate protection of the business and goodwill of VWR India and Avantor Group. Notwithstanding the limitation of this provision by any law for the time being in force, the Parties undertake to at all times observe and be bound by the spirit of this clause. You agree and acknowledge that the covenants and obligations with respect to non-solicit and non-compete as set forth in this clause relate to special, unique and extraordinary matters, and that a violation of any of the terms of such covenants and obligations will cause VWR India and Avantor Group irreparable

India GBC Centers:

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Regd Office

injury. Therefore, you agree that VWR India shall be entitled to an interim injunction, restraining order or such other equitable relief as a court of competent jurisdiction may deem necessary or appropriate to restrain you from committing any violation of the covenants and obligations contained in this clause. These injunctive remedies are cumulative and are in addition to any other rights and remedies that VWR India may have at law or in equity.

No Conflicting Obligations

You represent that you have no interest or obligation that is inconsistent or in conflict with this Agreement, or that may prevent, limit or impair your performance of any part of this Agreement. You agree to notify VWR India immediately if any such interest or obligation arises.

You also agree that, during your employment by VWR India, you shall abide by any confidentiality obligations you may owe to any former employer or other party. You also agree and represent that you are not bound by any valid agreement or obligation of non-competition or non-solicitation to any or former employers or other parties.

Confidentiality:

You will maintain strict confidentiality as regard all matter concerning the VWR India and shall not reveal to any person any Confidential Information concerning the organization, business, clients, strategy, operations, finances, technology, transactions or affairs of VWR India or Avantor Group or related entities or any of its customers or clients where information about their confidential information and the protected intellectual property which may come to your knowledge during your employment with VWR India. You shall keep complete secrecy of all such Confidential Information entrusted to you and shall not disclose any such information in any manner to any third party whatsoever. "Confidential Information" shall mean all information or data made available to you (whether furnished orally, in writing, electronically or through any other form of medium and regardless of whether it is specifically marked or identified as confidential) or any part thereof, concerning or relating to VWR India, including all analyses, forecasts, reports, studies, agreements and other documents as the case may be, whether prepared by you or a third party.

You acknowledge that during the course of your employment with VWR India, you will be privy to the Confidential Information including without limitation business plans, client information, strategy plans, operational and financial information of VWR India, which are proprietary information of VWR India and Avantor Group. You further acknowledge that any breach of confidentiality on your part shall cause irreparable loss, injury and damage to VWR India and VWR India shall be entitled to an interim injunction, restraining order or such other equitable relief as a court of competent jurisdiction may deem necessary or appropriate to restrain you from committing any breach of such confidentiality obligations. Kindly note that the restrictions contained herein shall survive the termination of your employment without limit in point of time.

Notice period, Termination and Deductions:

You are liable to serve VWR India for a minimum period of 1 year from the date of joining.

If you leave VWR India prior to the completion of 1 year you are liable to pay 3 months gross salary by the way of damages to VWR India towards the expenses incurred by VWR India for your inhouse training. However, VWR India reserves the right to terminate your employment without prejudice with or without prior notice.

India GBC Centers:

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VWR Lab Products Pvt. Ltd. III Floor, Door No.320, Tower 2 WTC, Kharadi, Pune 411014



Regd Office

On satisfactory completion of 1 year, your employment may be terminated by either party at any time by serving a written notice of 60 days. Payment/recovery of gross salary will be applicable in lieu for the shortfall of notice period thereof at the sole discretion of VWR India.

If VWR India sends you on training/transition/knowledge transfer including Research and Development activities, to another country or anywhere in India with a view to benefit the Company in pursuance of its Business Objectives, which will be at an additional cost to the company, you agree not to accept employment in another Company within one year. In the event you leave the Company within one year after such training (internal/external) transition/knowledge transfer period as mentioned in this clause, VWR India will be entitled to recover the costs from you, incurred by VWR India towards such training/transition/knowledge transfer. Notwithstanding the above you will be relieved from service of VWR only on successful implementation of the concepts learnt during your training/transition/knowledge.

Notwithstanding the above, VWR India reserves the right at all times to terminate your employment forthwith without notice or payment in lieu of notice if you are involved in gross negligence, misrepresentation, misconduct or any criminal offense. In such an event, without prejudice to VWR India's rights at law and/or under other provisions of this letter, VWR India shall pay only salary earned by you up to the date of termination.

Your employment with VWR India is 'at will' and is for no specified term. There are no representations or promises that your employment will continue for a specific period or will be terminated only under particular circumstances. Breach by you of any of the above conditions or those in any of the Agreements hereto or Business Conduct Guidelines, will render your service liable to termination without any notice or payment in lieu of such notice.

In the event of termination of services, VWR India shall be entitled to offset payment of any pro-rated allowance advances, etc., against salary due and to withhold amounts that may be required by the relevant authorities. You will also be required to promptly deliver to VWR India all originals and copies of materials, documents and property of VWR India which are in your possession or control.

Retirement

You will retire from service on completion of 65 years of age.

Personal Particulars

This offer of appointment is made on the basis of the particulars submitted by you. You shall inform VWR India in writing of any changes in such particulars, promptly and in any case within three days of such change. If at any time it emerges that such particulars were false or incorrect or that any material or relevant information had been suppressed or concealed or exaggerated, your appointment pursuant hereto will be considered ineffective and irregular and will be liable to be terminated by VWR India without notice or salary in lieu of notice, without prejudice to the right of VWR India to take disciplinary action against you.

Other Terms

India GBC Centers:

VWR Lab Products Pvt. Ltd. Rathinam Techno Park, Pollachi, Main Road, Eachanari Posts, Coimbatore 641021
VWR Lab Products Pvt. Ltd. III Floor, Door No.320, Tower 2 WTC, Kharadi, Pune 411014



Regd Office

In addition to the terms contained herein, your appointment and employment with VWR India may be subject to such other additional terms and conditions as may be communicated to you from time to time. Notice of these additional terms and conditions may be conveyed to you either orally or in writing. Any notice required to be given to you shall be deemed to be duly and properly given if delivered to you personally or sent by electronic mail/registered post to you at your personal email/postal address in India as recorded with VWR India.

Notification to New Employer

In the event that you leave the employment of VWR India, you hereby consent to the notification to your new employer of your rights and obligations hereunder.

Release

Your employment will be subject to proper release by your previous employer. Accordingly, you will be required to provide a proper release letter from your previous employer at the time of joining VWR India.

Governing Law

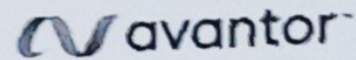
The interpretation, performance and enforcement of this Agreement shall be governed by and construed in accordance with the laws of India. In case of any dispute both the Parties agree to submit to the exclusive jurisdiction of courts located at IND-Coimbatore.

This letter is being sent to you in duplicate. If you are agreeable to the terms please confirm your acceptance of the appointment by signing the attached copy of this letter and provide the same to us within 3 calendar days. The original is to be retained by you.

We at VWR have the privilege to have you with us and personally welcome and wish you a very successful career with us, and reaffirm our complete confidence in your ability to find professional and personal satisfaction here. Best wishes for a long happy and rewarding career with VWR.

For VWR Lab Products,

Santosh Mani
Director - Human Resources



VWR Lab Products Pvt Ltd
Unit No. 10, Ground Floor,
Empire Infantry Building,
Plot No. 29 (old Plot no. 10),
Infantry Road, Bangalore-560001

14/08/2023

Name: Niranjana Devi R

Address: 300/7-2, Railway Feeder Road Virudhunagar, 626001

Phone: 9600527889

Email: 19ubte012@gmail.com

Dear Niranjana Devi R,

Sub: Offer and Appointment Letter

We are pleased to extend an offer of employment to you as Jr.Associate-EU-Market Source Sourcing - VWR Lab Products Private Ltd. ("VWR India", part of Avantor), a company incorporated under the (Indian) Companies Act, 1956 and having its registered office at Regd office : Unit No. 10, Ground Floor, Empire Infantry Building, Plot No. 29 (old Plot no. 10), Infantry Road, Bangalore-560001 and its Services Division in Coimbatore, IND.

The proposed appointment Start Date will be 21/08/2023.

*** The Company refers to Primarily India - VWR Lab Products Private Ltd. and includes any group companies of Avantor***

1. Primary Duties

Your objectives, roles, and responsibilities will be shared in detail by your reporting manager. In addition to the defined Key Performance Indicators (KPI), you will also be required to perform such other duties as are customarily performed by a Jr.Associate-EU-Market Source Sourcing of an Indian company and such other duties consistent with such position as may be determined and assigned to you by your superiors in the company from time to time.

You are expected to apply the highest degree of professional and technical skills and experience, work diligently and exercise care in the use of office equipment and machinery. You will devote your whole time and attention to your duties to promote the interests of VWR India, part of Avantor and its parent/subsidiary/allies/group companies ("Avantor Group") and you will apply the best degree of professionalism, technical, and administrative skills and experience and work diligently.

2. Location and Working Hours

The assignment offered to you is on a full-time basis. Your initial workplace will be at VWR India's office in IND-Coimbatore, India, or such other place within India as may be required by VWR India. You are expected to work in a shift determined by business requirements.

It is also expressly agreed to, by you that you may be liable to be transferred from one shift to another, one job to another job, one department to another, one establishment to another, and or from one location to another whether in India ABC Centers:

VWR Lab Products Pvt. Ltd. Rathinam Techno Park, Pollachi, Main Road, Eachanari Post, Coimbatore 641021

VWR Lab Products Pvt. Ltd. III Floor, Door No.320, Tower 2 WTC, Kharadi, Pune 411014



Regd Office
VWR Lab Products Pvt. Ltd.
No.139, BDA Industrial Suburb, 6th Main
Tumkur Road, Peenya Post, Bangalore 560058

Date: 04/04/2023

Name: Aksara Padmanabhan

Address: 30/3, Ramachandrapuram 1st lane, South Veli Street Madurai, 625001

Phone: 6369924550

Email: aksu272002@gmail.com

Dear Aksara,

Congratulations! We welcome you to the VWR family.

Sub: Offer and Appointment Letter

We are pleased to extend an offer of employment to you as Associate - Technical Product Support APAC in India - VWR Lab Products Private Ltd. ("VWR India", part of Avantor), a company incorporated under the (Indian) Companies Act, 1956 and having its registered office at Regd office: Unit No. 10, Ground Floor, Empire Infantry Building , Plot No. 29 (old Plot no. 10), Infantry Road, Bangalore-560001 and its Services Division in Coimbatore, IND.

The proposed appointment Start Date will be 17/04/2023.

**** The Company refers to Primarily India - VWR Lab Products Private Ltd. and includes any group companies of Avantor****

Primary Duties

Your objectives, roles and responsibilities will be shared in detail by your reporting manager.

In addition to the defined Key Performance Indicators (KPI), you will also be required to perform such other duties as are customarily performed by a Associate - Technical Product Support APAC of an Indian company and such other duties consistent with such position as may be determined and assigned to you by your superiors in the company from time to time.

You are expected to apply the highest degree of professional and technical skills and experience, work diligently and exercise care in the use of office equipment and machinery. You will devote your whole time and attention to your duties to promote the interests of VWR India, part of Avantor and its parent/subsidiary/allies/group companies ("Avantor Group") and you will apply the best degree of professional, technical and administrative skills and experience and work diligently.

Location and Working Hours

The assignment offered to you is on a full-time basis. Your initial work place will be at VWR India's office in IND- Coimbatore, India or such other place within India as may be required by VWR India. You are expected to work in a shift determined by business requirement.

India GBC Centers:

VWR Lab Products Pvt. Ltd. Rathinam Techno Park, Pollachi, Main Road, Eachanari Posts, Coimbatore 641021
VWR Lab Products Pvt. Ltd. III Floor, Door No.320, Tower 2 WTC, Kharadi, Pune 411014



Regd Office
VWR Lab Products Pvt. Ltd.
No.139, BDA Industrial Suburb, 6th Main
Tumkur Road, Peenya Post, Bangalore 560058

It is also expressly agreed to, by you that you may be liable to be transferred from one shift to another, one job to another job, one department to another, one establishment to another and or from one location to another whether in India or abroad, as may be decided by VWR India, part of Avantor based on business contingencies. You will be subject to all work places related rules and regulations and policies of VWR India as in force from time to time.

You will not enter into any commitments or dealings on behalf of VWR India, Avantor group of companies, for which you have no express authority nor alter or be a party to any alteration of any principal or policy of VWR India or exceed the authority or discretion vested in you without the previous sanction of the authority over you.

Compensation, Benefits and Revisions

Your compensation package and other benefits will be as specified as below. The same has been arrived at, based on your specific background and merit and you are expected to keep this information and any changes made therein from time to time personal and strictly confidential. In case you have any queries, you may discuss the matter with VWR India's Human Resource ("HR") Department. Your compensation will be reviewed as determined by VWR India in accordance with its prevailing policy and practices.

You will be eligible for leave benefits as per the VWR India leave Policy.

VWR India also offers a variety of benefits in addition to your fixed compensation to assist you and your family. You will enjoy all benefits in accordance with VWR India prevailing policy in practice from time to time. You will be explained about these benefits in detail on your joining.

Annual compensation & benefits consist of:

- **Basic Pay:** ₹180,000.00
- **Flexi Benefit plan (Plan to be opted after joining):** ₹98,400.00
- **PF (Employer Contribution):** ₹21,600.00
- **Gross Annual CTC:** ₹300,000.00

Benefits:

- **Group Medical Insurance (Self, Spouse & 2 Children) As per Company Policy**
- **Group Term Life Insurance, As per Company Policy**
- **Group Personal Accidental Insurance As per Company Policy**
- **Transport As per Company Policy**
- **Gratuity As per Payment of Gratuity Act 1972**
- **Bonus As per Payment of Bonus Act 1965**
- **ESI As per ESI Act**

Joining Formalities:

India GBC Centers:
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Regd Office
VWR Lab Products Pvt. Ltd.
No.139, BDA Industrial Suburb, 6th Main
Tumkur Road, Peenya Post, Bangalore 560058

You are required to fill up the below forms (refer to sample forms attached) along with this letter and carry the hard copy of the same with you on the date of joining. you are expected to report at 9:00am and will be part of a two-day induction program.

- Declaration of Health
- Transport Declaration
- Nomination and Declaration Form-Provident Fund
- Nomination and Declaration Form-ESI Scheme (if applicable)
- Gratuity Nomination Form
- Background Verification Consent Form
- Medical Fitness Certificate - If you are joining after a medical break

Background Verification:

A pre-joining background verification check will be done to verify your educational qualifications, place of stay (address), job experience and personal particulars. For this purpose, you are required to provide us with the necessary information and/ or documentation.

Our background verification team will contact you in due course to guide you through the pre-joining background verification process.

If it is found that any information provided by you is not true or you have knowingly suppressed any information or if any other adverse or relevant information comes to light, VWR India may revoke the offer or terminate your appointment without any notice and compensation.

You are expected to submit scanned copy of all the below documents

- X Std certificate
- XII Std Certificate
- UG & PG Degree Certificate, / Diploma (whichever applicable)
- latest employer's / previous employer's relieving letter (if applicable)
- Photograph -pp - 1 no (White Background only)
- PAN Card copy
- Aadhar card copy
- Passport copy

Probation

You will be on probation for a period of six (6) months from the date of joining. You will be confirmed upon successfully completing the confirmation review process, unless/until there is a formal communication on extension of your probation period.

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No.139, BDA Industrial Suburb, 6th Main
Tumkur Road, Peenya Post, Bangalore 560058

Confidentiality and Intellectual Property Obligations

Please note that as a pre-condition to your employment with VWR India, you will be required to sign VWR India standard employment agreements as decided by VWR India (including but not limited to business code of conduct, internet usage policy, email policy, etc.) from time to time, and you will, throughout your employment with VWR India, abide by the terms of the said agreements and policies.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to VWR India and VWR India has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

Personal Data

VWR's Human Resources Information Systems are consolidated and managed centrally.

As a result personal data is transferred around VWR locations world wide and to selected organizations that provide services to VWR and VWR's global work force. To assure that Personal data privacy is adequately safe guarded, VWR operates internal procedures to protect the confidentiality and security on individual personal data. VWR also requires that external organizations that it works with to provide adequate levels of protection. By accepting this offer you are agreeing to such data storage and transfers

Non Compete and Non Solicit

You will not carry on or be concerned with any business of your own or on behalf of anyone else directly or indirectly, nor shall you take up other business or be associated with any other business with or without remuneration during the course of employment with VWR India.

You will not, whether on your own behalf or on behalf of any other person, firm, company or organization, without prior written consent of VWR India, during your employment with VWR India and for a period of 12 months from the date of termination of your employment, seek to obtain business, customer or orders for products or services of a kind dealt in, produced, marketed or sold by VWR India in the ordinary course of business, or otherwise undertake business with any person, firm, company, or organization who have been customers of VWR India during the last one year of your employment with VWR India.

You will not either during the period of your employment or for a period of 12 months after termination of your employment with VWR India, offer employment to any employee of VWR India or solicit or entice or Endeavour to persuade any employee of VWR India to leave his/her employment with VWR India either directly or indirectly.

The Parties hereby agree and acknowledge that the restrictions contained in this clause are considered reasonable for the legitimate protection of the business and goodwill of VWR India and Avantor Group. Notwithstanding the limitation of this provision by any law for the time being in force, the Parties undertake to at all times observe and be bound by the spirit of this clause. You agree and acknowledge that the covenants and obligations with respect to non-solicit and non-compete as set forth in this clause relate to special, unique and extraordinary matters, and that a violation of any of the terms of such covenants and obligations will cause VWR India and Avantor Group irreparable

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injury. Therefore, you agree that VWR India shall be entitled to an interim injunction, restraining order or such other equitable relief as a court of competent jurisdiction may deem necessary or appropriate to restrain you from committing any violation of the covenants and obligations contained in this clause. These injunctive remedies are cumulative and are in addition to any other rights and remedies that VWR India may have at law or in equity.

No Conflicting Obligations

You represent that you have no interest or obligation that is inconsistent or in conflict with this Agreement, or that may prevent, limit or impair your performance of any part of this Agreement. You agree to notify VWR India immediately if any such interest or obligation arises.

You also agree that, during your employment by VWR India, you shall abide by any confidentiality obligations you may owe to any former employer or other party. You also agree and represent that you are not bound by any valid agreement or obligation of non-competition or non-solicitation to any or former employers or other parties.

Confidentiality:

You will maintain strict confidentiality as regard all matter concerning the VWR India and shall not reveal to any person any Confidential Information concerning the organization, business, clients, strategy, operations, finances, technology, transactions or affairs of VWR India or Avantor Group or related entities or any of its customers or clients where information about their confidential information and the protected intellectual property which may come to your knowledge during your employment with VWR India. You shall keep complete secrecy of all such Confidential Information entrusted to you and shall not disclose any such information in any manner to any third party whatsoever. "Confidential Information" shall mean all information or data made available to you (whether furnished orally, in writing, electronically or through any other form of medium and regardless of whether it is specifically marked or identified as confidential) or any part thereof, concerning or relating to VWR India, including all analyses, forecasts, reports, studies, agreements and other documents as the case may be, whether prepared by you or a third party.

You acknowledge that during the course of your employment with VWR India, you will be privy to the Confidential Information including without limitation business plans, client information, strategy plans, operational and financial information of VWR India, which are proprietary information of VWR India and Avantor Group. You further acknowledge that any breach of confidentiality on your part shall cause irreparable loss, injury and damage to VWR India and VWR India shall be entitled to an interim injunction, restraining order or such other equitable relief as a court of competent jurisdiction may deem necessary or appropriate to restrain you from committing any breach of such confidentiality obligations. Kindly note that the restrictions contained herein shall survive the termination of your employment without limit in point of time.

Notice period, Termination and Deductions:

You are liable to serve VWR India for a minimum period of 1 year from the date of joining.

If you leave VWR India prior to the completion of 1 year you are liable to pay 3 months gross salary by the way of damages to VWR India towards the expenses incurred by VWR India for your inhouse training. However, VWR India reserves the right to terminate your employment without prejudice with or without prior notice.

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On satisfactory completion of 1 year, your employment may be terminated by either party at any time by serving a written notice of 60 days . Payment/recovery of gross salary will be applicable in lieu for the shortfall of notice period thereof at the sole discretion of VWR India.

If VWR India sends you on training/transition/knowledge transfer including Research and Development activities, to another country or anywhere in India with a view to benefit the Company in pursuance of its Business Objectives, which will be at an additional cost to the company, you agree not to accept employment in another Company within one year. In the event you leave the Company within one year after such training (internal/external) transition/knowledge transfer period as mentioned in this clause, VWR India will be entitled to recover the costs from you, incurred by VWR India towards such training/transition/knowledge transfer. Notwithstanding the above you will be relieved from service of VWR only on successful implementation of the concepts learnt during your training/transition/knowledge.

Notwithstanding the above, VWR India reserves the right at all times to terminate your employment forthwith without notice or payment in lieu of notice if you are involved in gross negligence, misrepresentation, misconduct or any criminal offense. In such an event, without prejudice to VWR India's rights at law and/or under other provisions of this letter, VWR India shall pay only salary earned by you up to the date of termination.

Your employment with VWR India is 'at will' and is for no specified term. There are no representations or promises that your employment will continue for a specific period or will be terminated only under particular circumstances. Breach by you of any of the above conditions or those in any of the Agreements hereto or Business Conduct Guidelines, will render your service liable to termination without any notice or payment in lieu of such notice.

In the event of termination of services, VWR India shall be entitled to offset payment of any pro-rated allowance advances, etc., against salary due and to withhold amounts that may be required by the relevant authorities. You will also be required to promptly deliver to VWR India all originals and copies of materials, documents and property of VWR India which are in your possession or control.

Retirement

You will retire from service on completion of 65 years of age.

Personal Particulars

This offer of appointment is made on the basis of the particulars submitted by you. You shall inform VWR India in writing of any changes in such particulars, promptly and in any case within three days of such change. If at any time it emerges that such particulars were false or incorrect or that any material or relevant information had been suppressed or concealed or exaggerated, your appointment pursuant hereto will be considered ineffective and irregular and will be liable to be terminated by VWR India without notice or salary in lieu of notice, without prejudice to the right of VWR India to take disciplinary action against you.

Other Terms

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VWR Lab Products Pvt. Ltd.
No.139, BDA Industrial Suburb, 6th Main
Tumkur Road, Peenya Post, Bangalore 560058

In addition to the terms contained herein, your appointment and employment with VWR India may be subject to such other additional terms and conditions as may be communicated to you from time to time. Notice of these additional terms and conditions may be conveyed to you either orally or in writing. Any notice required to be given to you shall be deemed to be duly and properly given if delivered to you personally or sent by electronic mail/registered post to you at your personal email/postal address in India as recorded with VWR India.

Notification to New Employer

In the event that you leave the employment of VWR India, you hereby consent to the notification to your new employer of your rights and obligations hereunder.

Release

Your employment will be subject to proper release by your previous employer. Accordingly, you will be required to provide a proper release letter from your previous employer at the time of joining VWR India.

Governing Law

The interpretation, performance and enforcement of this Agreement shall be governed by and construed in accordance with the laws of India. In case of any dispute both the Parties agree to submit to the exclusive jurisdiction of courts located at IND-Coimbatore.

This letter is being sent to you in duplicate. If you are agreeable to the terms please confirm your acceptance of the appointment by signing the attached copy of this letter and provide the same to us within 3 calendar days. The original is to be retained by you.

We at VWR have the privilege to have you with us and personally welcome and wish you a very successful career with us, and reaffirm our complete confidence in your ability to find professional and personal satisfaction here. Best wishes for a long happy and rewarding career with VWR.

For VWR Lab Products,

Santosh Mani
Director - Human Resources



EMPLOYMENT OFFER LETTER

To,
Ms. Sonashri Suresh,

Date: 09 March 2023

Dear Sonashri,

Odessa Solutions Private Limited (hereinafter "the Company/Odessa") is pleased to offer you an employment as "Software Engineer", "Level 1" under the following terms:

1. **Joining date: 05 June 2023.** The company shall have the right, but not the obligation, to advance or extend the mutually agreed joining date as per the offer letter.
2. **Compensation:** Your Cost to company (CTC) shall be Rs. 6,50,000/- (Rupees Six Lakhs And Fifty Thousand Only) as per Annexure – I. The Company will deduct Taxes as appropriate and in line with the Income Tax Act, 1961. You will be responsible for your tax liabilities under all applicable tax laws and regulations.
3. **Confidentiality:** Except as required by applicable laws, you will not disclose the content of this offer letter without obtaining prior written consent from the Company, provided however, that you may disclose this offer letter to your spouse, attorney, financial planner and tax advisor if such persons agree to keep the terms hereof confidential.
4. **Background Check:** Your employment with the Company will be subject to a background check in line with Company's background check policy. An appointed agency will conduct internal and external background checks. Your appointment will be valid subject to favorable Background Verification Report as per the company process.

Acceptance of this offer:

- a) Please confirm your acceptance of this offer within 24 hours from receipt of the offer letter and returning the same to our team. Upon your acceptance of this offer, your employment with Odessa will be as per the terms and conditions of this Offer Letter.
- b) To facilitate the smooth transfer of your employment, we authorize you to communicate acceptance of this offer to your current employer and consent to the transfer of any personal information related to employment from your current employer to the Company.
- c) Please refer to Annexure 1 for Compensation Structure and Annexure 2 for your employment terms

(14)

2019-2023

Regd Office
Unit No. 10, Ground Floor,
Empire Infantry Building,



Date: 13/04/2023

Name: Mubeen Shajahan

Address: No.45b 5 A Nitheesh Apartment Parthasarathy street S.S. colony Madurai, 625016

Phone: 7708858143

Email: mubeenbanu312@gmail.com

Dear Mubeen,

Congratulations! We welcome you to the VWR family.

Sub: Offer and Appointment Letter

We are pleased to extend an offer of employment to you as Associate Product Masterdata in India - VWR Lab Products Private Ltd. ("VWR India", part of Avantor), a company incorporated under the (Indian) Companies Act, 1956 and having its registered office at Regd office: Unit No. 10, Ground Floor, Empire Infantry Building, Plot No. 29 (old Plot no. 10), Infantry Road, Bangalore-560001 and its Services Division in Coimbatore, IND.

The proposed appointment Start Date will be 24/04/2023.

***** The Company refers to Primarily India - VWR Lab Products Private Ltd. and includes any group companies of Avantor*****

Primary Duties

Your objectives, roles and responsibilities will be shared in detail by your reporting manager.

In addition to the defined Key Performance Indicators (KPI), you will also be required to perform such other duties as are customarily performed by a Associate Product Masterdata of an Indian company and such other duties consistent with such position as may be determined and assigned to you by your superiors in the company from time to time.

You are expected to apply the highest degree of professional and technical skills and experience, work diligently and exercise care in the use of office equipment and machinery. You will devote your whole time and attention to your duties to promote the interests of VWR India, part of Avantor and its parent/subsidiary/allies/group companies ("Avantor Group") and you will apply the best degree of professional, technical and administrative skills and experience and work diligently.

Location and Working Hours

The assignment offered to you is on a full-time basis. Your initial work place will be at VWR India's office in IND- Coimbatore, India or such other place within India as may be required by VWR India. You are expected to work in a shift determined by business requirement.

India GBC Centers:
VWR Lab Products Pvt. Ltd. Rathinam Techno Park, Pollachi, Main Road, Eachaneri Posts, Coimbatore 641021
VWR Lab Products Pvt. Ltd. III Floor, Door No.320, Tower 2 WTC, Kharadi, Pune 411014



Regd Office
Unit No. 10, Ground Floor,
Empire Infantry Building ,

It is also expressly agreed to, by you that you may be liable to be transferred from one shift to another, one job to another job, one department to another, one establishment to another and or from one location to another whether in India or abroad, as may be decided by VWR India, part of Avantor based on business contingencies. You will be subject to all work places related rules and regulations and policies of VWR India as in force from time to time.

You will not enter into any commitments or dealings on behalf of VWR India, Avantor group of companies, for which you have no express authority nor alter or be a party to any alteration of any principal or policy of VWR India or exceed the authority or discretion vested in you without the previous sanction of the authority over you.

Compensation, Benefits and Revisions

Your compensation package and other benefits will be as specified as below. The same has been arrived at, based on your specific background and merit and you are expected to keep this information and any changes made therein from time to time personal and strictly confidential. In case you have any queries, you may discuss the matter with VWR India's Human Resource ("HR") Department. Your compensation will be reviewed as determined by VWR India in accordance with its prevailing policy and practices.

You will be eligible for leave benefits as per the VWR India leave Policy.

VWR India also offers a variety of benefits in addition to your fixed compensation to assist you and your family. You will enjoy all benefits in accordance with VWR India prevailing policy in practice from time to time. You will be explained about these benefits in detail on your joining.

Annual compensation & benefits consist of:

- Basic Pay: ₹180,000.00
- Flexi Benefit plan (Plan to be opted after joining): ₹98,400.00
- PF (Employer Contribution): ₹21,600.00
- Gross Annual CTC: ₹300,000.00

Benefits:

- Group Medical Insurance (Self, Spouse & 2 Children) As per Company Policy
- Group Term Life Insurance, As per Company Policy
- Group Personal Accidental Insurance As per Company Policy
- Transport As per Company Policy
- Gratuity As per Payment of Gratuity Act 1972
- Bonus As per Payment of Bonus Act 1965
- ESI As per ESI Act

Joining Formalities:

India GBC Centers:
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Unit No 10, Ground Floor,
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You are required to fill up the below forms (refer to sample forms attached) along with this letter and carry the hard copy of the same with you on the date of joining. you are expected to report at 9 00am and will be part of a two-day induction program.

- Declaration of Health
- Transport Declaration
- Nomination and Declaration Form-Provident Fund
- Nomination and Declaration Form-ESI Scheme (If applicable)
- Gratuity Nomination Form
- Background Verification Consent Form
- Medical Fitness Certificate - If you are joining after a medical break

Background Verification:

A pre-joining background verification check will be done to verify your educational qualifications, place of stay (address), job experience and personal particulars. For this purpose, you are required to provide us with the necessary information and/ or documentation.

Our background verification team will contact you in due course to guide you through the pre-joining background verification process.

If it is found that any information provided by you is not true or you have knowingly suppressed any information or if any other adverse or relevant information comes to light, VWR India may revoke the offer or terminate your appointment without any notice and compensation.

You are expected to submit scanned copy of all the below documents

- X Std certificate
- XII Std Certificate
- UG & PG Degree Certificate, / Diploma (whichever applicable)
- latest employer's / previous employer's relieving letter (if applicable)
- Photograph -pp - 1 no (White Background only)
- PAN Card copy
- Aadhar card copy
- Passport copy

Probation

You will be on probation for a period of six (6) months from the date of joining. You will be confirmed upon successfully completing the confirmation review process, unless/until there is a formal communication on extension of your probation period.

Regd Office
Unit No. 10, Ground Floor,
Empire Infantry Building,



Confidentiality and Intellectual Property Obligations

Please note that as a pre-condition to your employment with VWR India, you will be required to sign VWR India standard employment agreements as decided by VWR India (including but not limited to business code of conduct, internet usage policy, email policy, etc.) from time to time, and you will, throughout your employment with VWR India, abide by the terms of the said agreements and policies.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to VWR India and VWR India has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

Personal Data

VWR's Human Resources Information Systems are consolidated and managed centrally.

As a result personal data is transferred around VWR locations world wide and to selected organizations that provide services to VWR and VWR's global work force. To assure that Personal data privacy is adequately safe guarded, VWR operates internal procedures to protect the confidentiality and security on individual personal data. VWR also requires that external organizations that it works with to provide adequate levels of protection. By accepting this offer you are agreeing to such data storage and transfers

Non Compete and Non Solicit

You will not carry on or be concerned with any business of your own or on behalf of anyone else directly or indirectly, nor shall you take up other business or be associated with any other business with or without remuneration during the course of employment with VWR India.

You will not, whether on your own behalf or on behalf of any other person, firm, company or organization, without prior written consent of VWR India, during your employment with VWR India and for a period of 12 months from the date of termination of your employment, seek to obtain business, customer or orders for products or services of a kind dealt in, produced, marketed or sold by VWR India in the ordinary course of business, or otherwise undertake business with any person, firm, company, or organization who have been customers of VWR India during the last one year of your employment with VWR India.

You will not either during the period of your employment or for a period of 12 months after termination of your employment with VWR India, offer employment to any employee of VWR India or solicit or entice or Endeavour to persuade any employee of VWR India to leave his/her employment with VWR India either directly or Indirectly.

The Parties herby agree and acknowledge that the restrictions contained in this clause are considered reasonable for the legitimate protection of the business and goodwill of VWR India and Avantor Group. Notwithstanding the limitation of this provision by any law for the tie being in force, the Parties undertake to at all times observe and be bound by the spirit of this clause. You agree and acknowledge that the covenants and obligations with respect to non-solicit and non-compete as set forth in this clause relate to special, unique and extraordinary matters, and that a violation of any of the terms of such covenants and obligations will cause VWR India and Avantor Group irreparable

India GBC Centers:
VWR Lab Products Pvt. Ltd. Rathinam Techno Park, Pollachi, Main Road, Eschanari Posts, Coimbatore 641021
VWR Lab Products Pvt. Ltd. III Floor, Door No 320, Tower 2 WTC, Kharadi, Pune 411014

Regd Office
Unit No 10, Ground Floor,
Empire Infantry Building,



injury Therefore, you agree that VWR India shall be entitled to an interim injunction, restraining order or such other equitable relief as a court of competent jurisdiction may deem necessary or appropriate to restrain you from committing any violation of the covenants and obligations contained in this clause. These injunctive remedies are cumulative and are in addition to any other rights and remedies that VWR India may have at law or in equity.

No Conflicting Obligations

You represent that you have no interest or obligation that is inconsistent or in conflict with this Agreement, or that may prevent, limit or impair your performance of any part of this Agreement. You agree to notify VWR India immediately if any such interest or obligation arises.

You also agree that, during your employment by VWR India, you shall abide by any confidentiality obligations you may owe to any former employer or other party. You also agree and represent that you are not bound by any valid agreement or obligation of non-competition or non-solicitation to any or former employers or other parties.

Confidentiality:

You will maintain strict confidentiality as regard all matter concerning the VWR India and shall not reveal to any person any Confidential Information concerning the organization, business, clients, strategy, operations, finances, technology, transactions or affairs of VWR India or Avantor Group or related entities or any of its customers or clients where information about their confidential information and the protected intellectual property which may come to your knowledge during your employment with VWR India. You shall keep complete secrecy of all such Confidential Information entrusted to you and shall not disclose any such information in any manner to any third party whatsoever. "Confidential Information" shall mean all information or data made available to you (whether furnished orally, in writing, electronically or through any other form of medium and regardless of whether it is specifically marked or identified as confidential) or any part thereof, concerning or relating to VWR India, including all analyses, forecasts, reports, studies, agreements and other documents as the case may be, whether prepared by you or a third party.

You acknowledge that during the course of your employment with VWR India, you will be privy to the Confidential Information including without limitation business plans, client information, strategy plans, operational and financial information of VWR India, which are proprietary information of VWR India and Avantor Group. You further acknowledge that any breach of confidentiality on your part shall cause irreparable loss, injury and damage to VWR India and VWR India shall be entitled to an interim injunction, restraining order or such other equitable relief as a court of competent jurisdiction may deem necessary or appropriate to restrain you from committing any breach of such confidentiality obligations. Kindly note that the restrictions contained herein shall survive the termination of your employment without limit in point of time.

Notice period, Termination and Deductions:

You are liable to serve VWR India for a minimum period of 1 year from the date of joining.

If you leave VWR India prior to the completion of 1 year you are liable to pay 3 months gross salary by the way of damages to VWR India towards the expenses incurred by VWR India for your inhouse training. However, VWR India reserves the right to terminate your employment without prejudice with or without prior notice.

India GBC Centers:
VWR Lab Products Pvt. Ltd, Rathinam Techno Park, Pellachi, Main Road, Eschanari Posts, Coimbatore 641021
VWR Lab Products Pvt. Ltd, III Floor, Door No.320, Tower 2 WTC, Kharadi, Pune 411014

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Unit No 10, Ground Floor,
Empire Infantry Building ,



On satisfactory completion of 1 year, your employment may be terminated by either party at any time by serving a written notice of 60 days. Payment/recovery of gross salary will be applicable in lieu for the shortfall of notice period thereof at the sole discretion of VWR India.

If VWR India sends you on training/transition/knowledge transfer including Research and Development activities, to another country or anywhere in India with a view to benefit the Company in pursuance of its Business Objectives, which will be at an additional cost to the company, you agree not to accept employment in another Company within one year. In the event you leave the Company within one year after such training (internal/external) transition/knowledge transfer period as mentioned in this clause, VWR India will be entitled to recover the costs from you, incurred by VWR India towards such training/transition/knowledge transfer. Notwithstanding the above you will be relieved from service of VWR only on successful implementation of the concepts learnt during your training/transition/knowledge.

Notwithstanding the above, VWR India reserves the right at all times to terminate your employment forthwith without notice or payment in lieu of notice if you are involved in gross negligence, misrepresentation, misconduct or any criminal offense. In such an event, without prejudice to VWR India's rights at law and/or under other provisions of this letter, VWR India shall pay only salary earned by you up to the date of termination.

Your employment with VWR India is 'at will' and is for no specified term. There are no representations or promises that your employment will continue for a specific period or will be terminated only under particular circumstances. Breach by you of any of the above conditions or those in any of the Agreements hereto or Business Conduct Guidelines, will render your service liable to termination without any notice or payment in lieu of such notice.

In the event of termination of services, VWR India shall be entitled to offset payment of any pro-rated allowance advances, etc., against salary due and to withhold amounts that may be required by the relevant authorities. You will also be required to promptly deliver to VWR India all originals and copies of materials, documents and property of VWR India which are in your possession or control.

Retirement

You will retire from service on completion of 65 years of age.

Personal Particulars

This offer of appointment is made on the basis of the particulars submitted by you. You shall inform VWR India in writing of any changes in such particulars, promptly and in any case within three days of such change. If at any time it emerges that such particulars were false or incorrect or that any material or relevant information had been suppressed or concealed or exaggerated, your appointment pursuant hereto will be considered ineffective and irregular and will be liable to be terminated by VWR India without notice or salary in lieu of notice, without prejudice to the right of VWR India to take disciplinary action against you.

Other Terms

India GBC Centers:
VWR Lab Products Pvt. Ltd. Rathinam Techno Park, Pollachi, Main Road, Eachanari Posts, Coimbatore 641021
VWR Lab Products Pvt. Ltd. III Floor, Door No 320, Tower 2 WTC, Kharadi, Pune 411014



Regd Office
Unit No 10, Ground Floor,
Empire Infantry Building .

In addition to the terms contained herein, your appointment and employment with VWR India may be subject to such other additional terms and conditions as may be communicated to you from time to time. Notice of these additional terms and conditions may be conveyed to you either orally or in writing. Any notice required to be given to you shall be deemed to be duly and properly given if delivered to you personally or sent by electronic mail/registered post to you at your personal email/postal address in India as recorded with VWR India.

Notification to New Employer

In the event that you leave the employment of VWR India, you hereby consent to the notification to your new employer of your rights and obligations hereunder.

Release

Your employment will be subject to proper release by your previous employer. Accordingly, you will be required to provide a proper release letter from your previous employer at the time of joining VWR India.

Governing Law

The interpretation, performance and enforcement of this Agreement shall be governed by and construed in accordance with the laws of India. In case of any dispute both the Parties agree to submit to the exclusive jurisdiction of courts located at IND-Coimbatore.

This letter is being sent to you in duplicate. If you are agreeable to the terms please confirm your acceptance of the appointment by signing the attached copy of this letter and provide the same to us within 3 calendar days. The original is to be retained by you.

We at VWR have the privilege to have you with us and personally welcome and wish you a very successful career with us, and reaffirm our complete confidence in your ability to find professional and personal satisfaction here.
Best wishes for a long happy and rewarding career with VWR.

For VWR Lab Products,

Santosh Mani
Director - Human Resources

Letter of Intent (LOI)

Supersel ID: 3611909

Date: November 25, 2022

Dear Valsnavi Pandi S,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time Internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,928/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

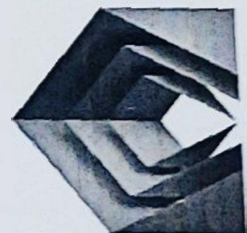
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Supersel ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prologon>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





EMPLOYMENT OFFER LETTER

To,
Mr. S Hariharan

Date: **09 March 2023**

Dear **Hariharan**,

Odessa Solutions Private Limited (hereinafter “the Company/Odessa”) is pleased to offer you an employment as “**Software Engineer**”, “**Level 1**” under the following terms:

1. **Joining date: 05 June 2023.** The company shall have the right, but not the obligation, to advance or extend the mutually agreed joining date as per the offer letter.
2. **Compensation:** Your Cost to company (CTC) shall be **Rs.6,50,000/- (Rupees Six Lakhs And Fifty Thousand Only)** as per **Annexure – I**. The Company will deduct Taxes as appropriate and in line with the Income Tax Act, 1961. You will be responsible for your tax liabilities under all applicable tax laws and regulations.
3. **Confidentiality:** Except as required by applicable laws, you will not disclose the content of this offer letter without obtaining prior written consent from the Company, provided however, that you may disclose this offer letter to your spouse, attorney, financial planner and tax advisor if such persons agree to keep the terms hereof confidential.
4. **Background Check:** Your employment with the Company will be subject to a background check in line with Company’s background check policy. An appointed agency will conduct internal and external background checks. Your appointment will be valid subject to favorable Background Verification Report as per the company process.

Acceptance of this offer:

- a) Please confirm your acceptance of this offer within 24 hours from receipt of the offer letter and returning the same to our team. Upon your acceptance of this offer, your employment with Odessa will be as per the terms and conditions of this Offer Letter.
- b) To facilitate the smooth transfer of your employment, we authorize you to communicate acceptance of this offer to your current employer and consent to the transfer of any personal information related to employment from your current employer to the Company.
- c) Please refer to Annexure 1 for Compensation Structure and Annexure 2 for your employment terms

Annexure I
Compensation Structure

Name:	S Hariharan
Designation:	Software Engineer
Level:	1
DOJ:	05 June 2023

Salary Components	Amount in INR	
	Per Month	Per Annum
Basic Pay	16,250	1,95,000
House Rent Allowance	6,500	78,000
Annual Statutory Bonus	3,800	45,600
Flexi Benefit Plan ***	23,885	2,86,621
Total Gross Salary (A)	50,435	6,05,221
Employer Provident Fund*	1,950	23,400
Gratuity**	782	9,380
Medical Insurance Premium	1,000	12,000
Total Retirals (B)	3,732	44,780
CTC: Cost to Company (A+B)	54,167	6,50,000

* @ 12% of Basic Pay (Paid in accordance with the current provisions of Provident Fund Act 1952.)

** @ 4.81% of Basic Pay (Paid in accordance with The Payment of Gratuity Act, 1972)

*** Flexi Benefit Plan – Refer Annexure I (a)

Note: Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

The standard compensation cycle is April. New hires who join on or before 31st October shall be eligible for compensation increment on pro-rata basis in the following April.



Annexure I (a)

You are free to allocate your Flexible Benefits Plan's amount among the following allowances and reimbursements subject to the given limitations. You can allocate FBP by declaring in the specified declaration format.

Annual Flexi Benefit Plan	Eligibility
Leave Travel Allowance	10% of Annual Basic Salary
Professional Pursuits: Allowances for encouraging academic, research and other professional pursuits reimbursement's	5% of Annual Basic Salary
Paytm Food Wallet	Min INR 500 and maximum INR 2500 per month in multiples of 500
Children Education Allowance	INR 100 per month per child up to 2 children
Children Hostel Allowance	INR 300 per annum per child up to 2 children
Telephone Reimbursements	INR 1000 per month for one Post-paid Landline or Mobile connection
Self-Owned Car Maintenance	Below 1600CC INR 1800 or above 1600 CC INR 2400 per month
Self-Owned Car Driver Salary	INR 900 per month
Self-owned Two-wheeler maintenance	INR 900 per month
Leased Car Vehicle Maintenance	Below 1600CC INR 1800 or above 1600 CC INR 2400 per month
Leased Car Driver Salary	INR 900 per month
Company Car Lease Program	As per the Company Car Lease Policy

ANNEXURE II

1. TRANSFER

Your employment is transferable to any other place/ establishment/ department/ division/ unit/ branch/ subsidiary/ affiliate of our client/ associate. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.

2. REPRESENTATIONS AND WARRANTIES:

The Company's agreement to continue to employ you and the compensation and benefits to be paid to you are in consideration of the terms, covenants, and conditions stated herein, and you represent and warrant to the company that:

- a. You are under no contractual or other restriction or obligation which is inconsistent with the conditions contained herein, the performance of your duties hereunder, or the other rights of the Company hereunder.
- b. You are under no physical or mental disability that would hinder the performance of your duties contained herein.
- c. You hereby agree and undertake to indemnify the Company, its affiliates and the directors, officers and employees of each of the foregoing and to hold them harmless from and against any and all third party claims they face, which give rise to any liabilities, damages, claims, costs and expenses (including legal expenses), due to any act, omission, violation or breach of any of your representations, warranties, and covenants.
- d. These terms, covenants, and/or conditions shall survive the termination of your employment with the Company.

3. DUTIES AND RESPONSIBILITIES:

- a. **Exclusivity:** You agree to perform your duties, responsibilities and obligations efficiently and to the best of your ability. You agree that you will devote all your working time, care and attention and best efforts to such duties, responsibilities and obligations throughout the term of employment. You also agree that you will not engage in any other employment or business activities. You agree that all your activities as an employee of the Company shall be in conformity with all the Code of Conduct, policies and directions of the Company and its Clients.
- b. **Non-Solicitation:** You acknowledge that, because of the nature of your work for the Company, your solicitation or serving of certain Company clients after the termination of your employment inevitably would involve the unauthorized use or disclosure of Confidential Information and impair the protectable relationships and goodwill of the Company. Accordingly, you agree that, for two years following your departure from the Company for any reason, you will not directly or indirectly solicit, accept as a client or perform services of any type that the Company can render ("Services"), or assist others to do the same, for any person or entity: (i) for which you provided Services as an employee of the Company or that received the benefit of such Services during the three years prior to your departure; (ii) that was a client in the metropolitan area of your resident office during the two years prior to your departure; or (iii) that becomes a client of the Company during the year following your departure and for which you participated in a proposal



to provide Services. It shall not be relevant that a client desires or prefers that someone other than the Company render Services or that the client is already served by you or any person or entity with which you become associated.

- c. You agree to pay an amount equal to 50% of the gross fees paid for Services rendered in violation of this provision. Such percentage shall be paid with respect to all such Services rendered during a period of three years from the date such person or entity is accepted as a client. You must make the payment to the Company within 30 days after each such payment of fees has been made by the client.
- d. **Non-Disclosure:** You shall neither divulge nor give out information to any unauthorized person during the period of your service or even afterwards by word of mouth or otherwise, particulars or details of our manufacturing processes, technical know-how, security arrangements, administrative and/or organizational matters of a confidential/secret nature, which you may know by virtue of your being the employee of the Company.
- e. **Confidentiality:** You shall keep confidential all the information and material provided to you by the Company or by its clients, in order to enable the Company to perform the service. Your obligation to keep such information confidential shall remain even on termination of this employment.
- f. **Proprietary Rights:** You will disclose to us forthwith any discovery, invention, process or improvement made or discovered by you while in our service, and such discovery, invention, process or improvement shall belong absolutely to and be the sole and absolute property of the Company. If and when required to do so by the Company, you shall at the Company's expense, assign (and you hereby do assign) in perpetuity to the Company or its nominee all of your rights to all such new ideas (including all inventions), and to applications for patent or copyrights in all countries, if any, and execute such documents and take such lawful action as may be reasonably required to assign such new ideas to the Company or its nominee. **Safe keeping of Company's property:** You will be responsible for the safe keeping and return in good condition and order of all the properties of the company, which may be in your use, custody, care or charge. For the loss of any property of the company in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.
- g. **Return of the Company's Property and records:** Upon termination of your employment, you shall forthwith hand over any letter of Authority or Power of Attorney issued to you or any property / material of the company in your possession at the time of cessation of your employment with the company. Also, you shall return to the Company, without condition, all documents, files, records, keys, and other property of the Company in your possession regardless of the media on which such items are stored, and you shall not retain any copies or duplicates thereof.
- h. **Authorizations for activities:** You will not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.

Odessa Solutions Private Limited

Registered Office: GGR Tower 1 • 18/2B • Bellandur Gate • Sarjapur Road • Bangalore • Karnataka 560103 • India
+91.80.40872600

CIN: U72200KA2002PTC121497
www.odessainc.com

You will avoid any issue which may result in a conflict between your personal interests and the interests of the Company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the Company.

- i. **Non-Disparagement:** You agree that you shall act with the highest standards of propriety and professionalism and shall not criticize, ridicule or make any statement which disparages or is derogatory of the Company, or any other employee or business associate of the Company in any public or nonpublic communication with any customer, client or member of the investment community or media or in any communication

- j. **Enforceability:** You acknowledge and agree that any violation of any of your duties and responsibilities may result in irreparable damage to the Company, and, accordingly, the Company may obtain injunctive and other equitable relief for any breach or threatened breach of such duties and obligations, in addition to any other remedies available to the Company. You and the Company agree that the restrictions and remedies contained hereinabove are reasonable and that it is your intention and the intention of the Company that such restrictions and remedies shall be fully enforceable permissible bylaw. If it shall be found by a court of competent jurisdiction that any such restriction or remedy is unenforceable but would be enforceable if some parts thereof were deleted or the period or area of application reduced, then such restriction or remedy shall apply with such modification as shall benecessary to make it enforceable.

It shall be your responsibility to initiate legal process and / or lodge complaints in respect of offenses committed against the Company or the Company property or the affairs of the Company, as may be necessary, by virtue of the responsibilities attached to the office or role occupied by you in the course of the employment with the company.

4. **TERMINATION OF EMPLOYMENT:**

- a. **Employment AT-WILL:** You and the Company acknowledge that the employment is and shall continue to be AT-WILL. This means, that you have the right to terminate your employment at any time and for any reason. Likewise, the Company may terminate your employment with or without cause at any time and for any reason. Accordingly, this letter is not to be construed or interpreted as containing any guarantee of continued employment.

- b. **Performance:** Your appointment and subsequent continuation of employment with the company is strictly based on your delivering consistently on the agreed performance parameters and business targets. Company shall have right to terminate the employment upon providing one month notice in writing or by payment of one-month basic salary in lieu thereof in the event of failed performance improvement plan.

- c. **Superannuation:** You will automatically retire from the service of the company on attaining the age of 58 years.

- d. **Absenteeism:** If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:



- i) Return to work within 8 days from the commencement of such absence, and
 - ii) Give an explanation to the satisfaction of the Management regarding such absence
- e. **Notice Period:** The Company, in its sole discretion, may terminate your employment without cause by giving three months' notice in writing or payment of pro rata three months' Gross Salary, in lieu thereof. Likewise, you may resign from employment without cause by giving three months' notice in writing or by payment of pro rata three months' Gross Salary, in lieu thereof. In the event of your resignation, the Company in its sole discretion will have an option to accept the same and relieve you prior to the completion of the stipulated notice period of 3 months, without any pay in lieu of the notice period.
- f. **Termination for Misconduct:** Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, and commission of an act involving moral turpitude, any action of indiscipline or inefficiency. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.
- g. **Harassment:** The Establishment considers harassment and discrimination of any nature to be an unacceptable form of Behavior, which is not tolerated under any circumstances. All people have the right to work in an environment that is free from harassment and discrimination. Disciplinary action will be taken against anyone found to be guilty of harassing or discriminating against a fellow employee that may result in termination of employment.
5. **GENERAL**
- a. You agree that any annual statutory bonus, if applicable to you will be specified within Appendix I hereabove. Such applicable bonus paid to you by the Company shall be in lieu of any bonus required to be paid to you under the statutory laws of India.
- b. The tax liability, if any, including income tax and professional tax, arising on your compensation will be your personal liability and will be governed by the tax laws of the country wherein your services are provided. The compensation mentioned in this Agreement, or any revised compensation communicated to you is provided on a gross basis. The Company reserves the right to withhold tax at source from any component of your compensation as required by applicable law. The Company shall provide you with evidence of such tax deduction in the manner and within the timeframe required by applicable law.
6. **PROBATION PERIOD**
- Probation Period of 6 months shall be applicable to you, if you are hired at the level 1 or 2. In the event you are on the probationary period, your employment with the company is subject to company's written confirmation of your services. Company shall at its sole discretion have right to extend the probation period as deem fit based on the performance during the probation period. Company may choose to terminate with immediate effect in case of nonperformance during probation period or extended probation period.

7. **CONTINUING OBLIGATIONS**



In accepting the Company's offer of employment, you represent that you have not taken, and will not take in connection with your agreement with the Company, any action that would violate any contractual or other restriction or obligation that is binding on you or any continuing duty you may owe to others.

8. ASSIGNABILITY

You may not assign any of your rights or obligations under this Agreement. This Agreement shall be binding upon and inure to the benefit of the Company's successors and assigns.

9. SPECIAL REQUIREMENTS

a. You acknowledge that in view of the Company's intention to conduct business and provide service(s) to customers all over the world, you shall conform to such additional practices as may be required by the Company. Such practices may include:

- (i) A requirement to obtain end use statements from customers of products or services of the Company
- (ii) A prohibition on export of certain goods and services to certain countries or to parties who may be so notified by the Company
- (iii) Special requirements prescribed by customers of the Company, including relating to standards for the protection of confidential information

10. PRIVACY

- a. You will be providing to the Company certain information about yourself and your family, including personal information and sensitive personal information ("Personal Information"). You hereby agree that the Company may use and retain this information for a lawful purpose and to the extent deemed necessary by the Company in relation to your employment with the Company and for ancillary purposes.
- b. You hereby also agree that the Company may transfer or disclose such Personal Information to such other agencies the Company may consider necessary, whether affiliates or otherwise and whether in India or otherwise. The Company may codify its policies relating to privacy in a privacy policy which it will provide to you and you hereby agree to the same.
- c. The Company shall use reasonable security practices and procedures to safeguard your personal information.

11. SEVERABILITY

If any term or condition set forth in this Agreement is found by a court to be unenforceable, then the remaining terms and conditions will remain in full force and effect. Terms and conditions found to be unenforceable, if any, will be modified by the court to conform to a provision that most closely expresses the intent of the unenforceable term or condition.

12. DISPUTE RESOLUTION, APPLICABLE LAW

- a. Except as provided herein, all disputes in relation to this Agreement shall be settled through arbitration in accordance with the Arbitration and Conciliation Act, 1996, as amended. The arbitration shall be conducted by a single arbitrator to be selected by you out of a list of three



arbitrators provided by the Company. The arbitration proceedings shall take place at [Bangalore, India] and shall be conducted in English.

- b. You acknowledge that damages alone will not be an adequate remedy in the event of breach of any of your obligations under this Agreement. You therefore agree that the Company shall be entitled (without limitation of any other rights or remedies otherwise available) to obtain injunctive or equitable relief from any court of competent jurisdiction.
- c. Subject to the dispute resolution provisions above, this Agreement is governed by the laws of India. The Bangalore Courts will have jurisdiction over this Agreement, regardless of your practice location and irrespective of the principles of conflicts of law.

13. REPRESENTATIONS

You acknowledge that you have not relied on any representations or statements, whether verbal or written, regarding your association with the Company, other than as contained in this Agreement.

14. MODIFICATIONS

You acknowledge that this Agreement supersedes all prior verbal or written agreements or understandings except for any existing or outstanding agreements regarding payment obligations and may be modified only by a writing signed by the Company.

15. HEADINGS

Paragraph Headings are used herein for convenience of reference and shall not affect the meaning of any provision of this Agreement.

16. LEAVES AND HOLIDAYS

You shall be eligible for 24 working days of earned leave annually. In addition to this, you will be eligible for 12 days of sick leave. Your leave entitlement will be governed by company leave policy in existence. Additionally, you will be granted 12 public holidays as set forth by the company at the beginning of the calendar year.

17. NOTICES

Any notice to be given to you by the Company shall be given by email at your Company email address. Any notice to be given by you to the Company shall be in such manner as may be directed by the Company from time to time. In the event you are not frequenting office and/or not accessing your Company email, the Company shall be entitled to send you notice by courier or registered post acknowledgment due at your address as intimated by you to the Company. You will promptly inform the Company in writing of any change in your residential address or contact details.

18. COMPANY POLICIES

You will receive additional information describing other terms of employment with the Company, including policies relating to the Code of Conduct, leave, working hours, anti-harassment, anti-sexual harassment, internet and network use, disciplinary proceedings, etc. and you agree to be subject to and bound by the same. The Company reserves the right to modify, revoke, suspend,



terminate, or change its policies, in whole or in part, at any time, without advance notice or payment in lieu of notice, subject to applicable law and any such changed benefits/policies shall become applicable to you forthwith, upon receipt of notice of the same.

19. CORRUPT PRACTICES

- a. During the period that You are employed by the Company, you shall not, on behalf of the Company or on the pretext thereof, give or pay to any person any money, Gratification or Valuable Thing of any kind (other than a legally acceptable, official and Company approved consideration) in order to induce or influence a Public Servant to do or forbear from doing any act in relation to the Company.
- b. The terms Public Servant, Gratification and Valuable Thing shall have the meaning assigned to them under the Prevention of Corruption Act, 1988, as amended.
- c. It is clarified that you shall not pay any “speed money” or “facilitation payment” in order to quicken the process of any act that needs to be performed other than a purely legal remuneration paid to a service provider.
- d. During the period that you are employed by the Company, you shall not, on behalf of the Company or on the pretext thereof, receive from any person (or arrange for some other person to so receive on your behalf) any money, Gratification or Valuable Thing of any kind as consideration in order to do or forbear from doing any act in relation to the Company.
- e. During your employment you shall not: (a) enter into any arrangement, contract or financial transaction on behalf of the Company with any relative or entity controlled or owned by a relative; or (b) enter into such arrangement, contract or financial transaction with any person entity or organization for the benefit of some other person, entity or organization. (c) Claim any compensation/reimbursement or pay any amount on behalf of the company for a purpose other than the purpose for which such amount is actually payable.

We look forward to a long and mutually beneficial association. Kindly sign a copy of this Agreement as a token of acceptance to the above-mentioned terms and return to us.

For, **Odessa Solutions Private Limited**

Dishank Raj
VP, Talent Management

I confirm that I have read, understood and agree with the matters set out above, and that I accept the above terms and conditions of employment and shall join on or before **05 June 2023**.

Accepted: S Hariharan

Signature: _____

Date: _____

Offer: Computer Consultancy
Ref: TCSL/DT20223054763/Chennai
Date: 25/11/2022

Ms. Deva Roshine T
15/34bDemsai Colony,
Old Vilangudi,
Madurai-625018,
Tamil Nadu.
Tel# -

Dear Deva Roshine T,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential
TCSL/DT20223054763

1

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 279 3111 Email: careers@tcs.com



OFFER LETTER

Dear **Mousika Rajesh,**

OL-2022: 0119

Congratulations!

You have been selected to join Zifo through the Campus Recruitment process held at your College / University.

We are pleased to offer you the position of Associate Analyst with a consolidated pay of Rs. **476,700/- p.a. (Rupees Four Lakhs Seventy Six Thousand Seven Hundred only per annum)**. This consolidated pay includes your Basic Salary, Gratuity, Medical & Health Insurance.

Probation

You will be on probation for a period of 12 months from the date of joining. You would receive a Confirmation letter at the end of the probation period.

Insurance Coverage

For each Zifo employee, the insurance coverage extends to yourself, your spouse and two of your children.

Leaves

You would be entitled to 12 Government-mandated public holidays per year. The office will be closed for 10 business days (which includes 5 Government mandated holidays) in a year and an additional 2 days can be chosen as optional holidays from the marked list of holidays in the calendar year.

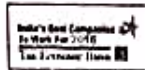
In addition to this, you can avail leave for 16 days in your first year as part of the earned leave component.

Maternity and Paternity Policy

At Zifo, we are committed to ensuring a family-friendly environment and a culture that builds a great work-life balance. Women employees will be entitled to maternity leave with full pay for a period of 26 weeks, in line with latest Maternity Benefit (Amendment Act) 2017. Male employees will be entitled to paternity leave with full pay for a period of 14 continuous working days.

Working Hours

Your working hours will be from 8:45 am to 5:45 pm from Monday to Friday.



Non-Disclosure Agreement and Service Agreement

You would be required to sign a Non-Disclosure Agreement and Service Agreement (for a period of 2 years at the time of joining).

Background Verification

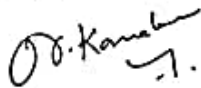
Zifo conducts background verification (BGV) for all its employees. We may leverage an external agency for this process and you would be required to share relevant identity proof and academic documents with them. In case of any submission of false or misleading information, Zifo will take action as deemed appropriate.

Joining Date

Your date of joining will be communicated through our Onboarding Platform – Launchpad.

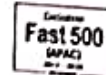
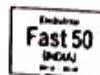
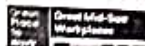
We warmly welcome you to the Zifo family!

Regards,



Kamalahasan N
Head – HR

PRIVILEGE



Letter of Intent (LOI)

Superset ID: 3612182

Date: November 25, 2022

Dear VIKASHINI M,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time Internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time Internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time Internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time Internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

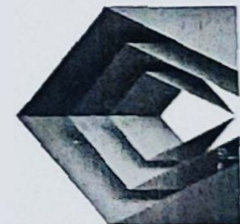
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://camous2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

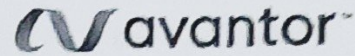
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



2019-23

(21)



VWR Lab Products Pvt.Ltd
Unit No. 10, Ground Floor,
Empire Infantry Building,
Plot No. 29 (old Plot no. 10),
Infantry Road, Bangalore-560001

08/08/2023

Name: Shalini Kumar

Address: DG-2 Orchid Eleganz Apartments, Kannapiran Mills Road Coimbatore, 641028

Phone: 9566746910

Email: shaluns30k@gmail.com

Dear Shalini,

Sub: Offer and Appointment Letter

We are pleased to extend an offer of employment to you as Associate - Bids and Quotes NA - VWR Lab Products Private Ltd. ("VWR India", part of Avantor), a company incorporated under the (Indian) Companies Act, 1956 and having its registered office at Regd office : Unit No. 10, Ground Floor, Empire Infantry Building, Plot No. 29 (old Plot no. 10), Infantry Road, Bangalore-560001 and its Services Division in Coimbatore, IND.

The proposed appointment Start Date will be 21/08/2023.

****The Company refers to Primarily India - VWR Lab Products Private Ltd. and includes any group companies of Avantor****

1. Primary Duties

Your objectives, roles, and responsibilities will be shared in detail by your reporting manager. In addition to the defined Key Performance Indicators (KPI), you will also be required to perform such other duties as are customarily performed by an Associate - Bids and Quotes NA of an Indian company and such other duties consistent with such position as may be determined and assigned to you by your superiors in the company from time to time.

You are expected to apply the highest degree of professional and technical skills and experience, work diligently and exercise care in the use of office equipment and machinery. You will devote your whole time and attention to your duties to promote the interests of VWR India, part of Avantor and its parent/subsidiary/allies/group companies ("Avantor Group") and you will apply the best degree of professionalism, technical, and administrative skills and experience and work diligently.

2. Location and Working Hours

The assignment offered to you is on a full-time basis. Your initial workplace will be at VWR India's office in IND- Coimbatore, India, or such other place within India as may be required by VWR India. You are expected to work in a shift determined by business requirements.

It is also expressly agreed to, by you that you may be liable to be transferred from one shift to another, one job to another job, one department to another, one establishment to another, and or from one location to another whether in

India ABC Centers:

VWR Lab Products Pvt. Ltd. Rathinam Techno Park, Pollachi, Main Road, Eachanari Post, Coimbatore 641021

VWR Lab Products Pvt. Ltd. III Floor, Door No.320, Tower 2 WTC, Kharadi, Pune 411014

2019-23
22

Letter of Intent (LOI)

Superset ID: 3611893

Date: November 25, 2022

Dear Nivetha S,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

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Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

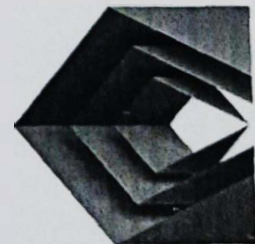
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



Letter of Intent (LOI)

Superset ID: 3605989

Date: November 25, 2022

Dear Harishma Ravichandran,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

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This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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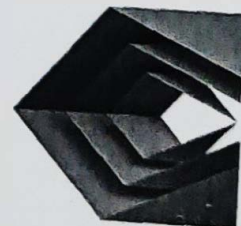
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<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



2614-13
27

Letter of Intent (LOI)

Superset ID: 3632502

Date: November 25, 2022

Dear Yoga Priya SG,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

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Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

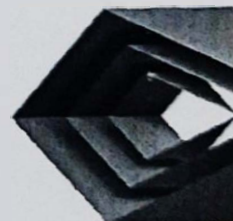
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





19UBTE032

Letter of Intent (LOI)

Superset ID: 3637520

Date: November 25, 2022

Dear Anjana T S B,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("**Employment Agreement**") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2cognizant.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



Anjana TSB



Regd Office
Unit No. 10, Ground Floor,
Empire Infantry Building,
Plot No. 29 (old Plot no. 10),

Date: 04/04/2023

Name: Harrini Karuppusamy

Address: 3A/172 T.V.K Nagar 3rd mile Tuticorin, 628008

Phone: 6374927439

Email: hrrkutty@gmail.com

Dear Harrini,

Congratulations! We welcome you to the VWR family.

Sub: Offer and Appointment Letter

We are pleased to extend an offer of employment to you as Jr.Associate - Uk Quotations in India - VWR Lab Products Private Ltd. ("VWR India", part of Avantor), a company incorporated under the (Indian) Companies Act, 1956 and having its registered office at Regd office: Unit No. 10, Ground Floor, Empire Infantry Building, Plot No. 29 (old Plot no. 10), Infantry Road, Bangalore-560001 and its Services Division in Coimbatore, IND.
The proposed appointment Start Date will be 17/04/2023.

****The Company refers to Primarily India - VWR Lab Products Private Ltd. and includes any group companies of Avantor****

Primary Duties

Your objectives, roles and responsibilities will be shared in detail by your reporting manager.

In addition to the defined Key Performance Indicators (KPI), you will also be required to perform such other duties as are customarily performed by a Jr.Associate - Uk Quotations of an Indian company and such other duties consistent with such position as may be determined and assigned to you by your superiors in the company from time to time.

You are expected to apply the highest degree of professional and technical skills and experience, work diligently and exercise care in the use of office equipment and machinery. You will devote your whole time and attention to your duties to promote the interests of VWR India, part of Avantor and its parent/subsidiary/allies/group companies ("Avantor Group") and you will apply the best degree of professional, technical and administrative skills and experience and work diligently.

Location and Working Hours

The assignment offered to you is on a full-time basis. Your initial work place will be at VWR India's office in IND-Coimbatore, India or such other place within India as may be required by VWR India. You are expected to work in a shift determined by business requirement.

India GBC Centers:
VWR Lab Products Pvt. Ltd. Rathinam Techno Park, Pollachi, Main Road, Eachanari Posts, Coimbatore 641021
VWR Lab Products Pvt. Ltd. III Floor, Door No.320, Tower 2 WTC, Kharadi, Pune 411014

10:22

4G

19UBTE037

< All Inboxes



global_HR_system vwr

Yesterday

To: jeysrimalini28@gmail.com >

You have an offer letter from Avantor to review

Dear Jeysri Malini :

We are pleased to present you with an offer.

To review & accept the offer letter, you'll need to log into your candidate account on the Avantor Careers site. This is the account you created when you initially applied for a position at Avantor.

Click below to access your candidate account:

<https://vwr.wd1.myworkdayjobs.com/avantorJobs>

Your username is your email address.

Your password is what you created when you first applied for a position. If you have forgotten your password, use the "forgot password" link to re-set it.

Once you are logged into your account, follow these steps:

1. Go to your "Welcome" page. If you are not on the "Welcome" page upon login, click on your email address in the top right corner, then click "View Profile"
2. Under My Applications, click the link for the position that has an orange exclamation point
3. Click the link for the offer letter
4. Click the link next to the pdf to view and download your offer letter
5. Click the box under "I Agree" to confirm acceptance of the offer
6. Click Ok



New Message

Regd Office
Unit No. 10, Ground Floor,
Empire Infantry Building ,
Plot No. 29 (old Plot no. 10),

Date: 13/04/2023

Name: Vijaya Samyugtha Murugesan

Address: 98/3A, seelappadi buy pass, PWD COLONY, dindigul Dindigul, 624005

Phone: 9361428980

Email: vijayasamyugthamurugesan@gmail.com

Dear Vijaya Samyugtha,

Congratulations! We welcome you to the VWR family.

Sub: Offer and Appointment Letter

We are pleased to extend an offer of employment to you as Junior Associate Product Masterdata in India - VWR Lab Products Private Ltd. ("VWR India", part of Avantor), a company incorporated under the (Indian) Companies Act, 1956 and having its registered office at Regd office: Unit No. 10, Ground Floor, Empire Infantry Building , Plot No. 29 (old Plot no. 10), Infantry Road, Bangalore-560001 and its Services Division in Coimbatore, IND.

The proposed appointment Start Date will be 24/04/2023.

**** The Company refers to Primarily India - VWR Lab Products Private Ltd. and includes any group companies of Avantor****

Primary Duties

Your objectives, roles and responsibilities will be shared in detail by your reporting manager. In addition to the defined Key Performance Indicators (KPI), you will also be required to perform such other duties as are customarily performed by a Junior Associate Product Masterdata of an Indian company and such other duties consistent with such position as may be determined and assigned to you by your superiors in the company from time to time.

You are expected to apply the highest degree of professional and technical skills and experience, work diligently and exercise care in the use of office equipment and machinery. You will devote your whole time and attention to your duties to promote the interests of VWR India, part of Avantor and its parent/subsidiary/allies/group companies ("Avantor Group") and you will apply the best degree of professional, technical and administrative skills and experience and work diligently.

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The assignment offered to you is on a full-time basis. Your initial work place will be at VWR India's office in IND- Coimbatore, India or such other place within India as may be required by VWR India. You are expected to work in a shift determined by business requirement.

India GBC Centers:
VWR Lab Products Pvt. Ltd. Rathinam Techno Park, Pollachi, Main Road, Eachanari Posts, Coimbatore 641021
VWR Lab Products Pvt. Ltd. III Floor, Door No 320, Tower 2 WTC, Kharadi, Pune 411014

M. Vijaya Samyugtha