----------Confidential----------

LETTER OF APPOINTMENT

16th OF NOVEMBER 2026

Mr. PRAMOD KUMAR AGARE
S/o Chandrakumar Agare
Bilaspur (CG)
Mo. No. 9343556776

Dear Mr. Pramod Kumar Agare

Congratulations and Welcome On-Board!

Axiom India Technology Pvt Ltd vision is to be one of the world's premier companies, distinctive and successful in everything we do. Our primary goal is to exceed our customer expectations by delivering competitive, quality products and services on time, every time.

This offer is conditional on the acceptance of the terms and conditions of your appointment as set forth below and the attachments that are incorporated by reference ("Agreement"). The term "Company" below shall refer to the hiring entity and the term "**Axiom India Technology Pvt Ltd**" to its parent entity and/or Axiom India, its predecessors, designees and successors and its past, present and future operating companies, divisions, subsidiaries, affiliates and other business units.

- **GENERAL CONDITIONS**

1.Position-Site Engineer
Axiom India Technology Pvt Ltd.

2.**Reporting Manager**
1. MD RAZA NOOR
2. S V D RAO

Date of Employment Commencement
Your commencement date of Employment with **Axiom India Technology Pvt Ltd** shall be recognized from 18TH November 2026

- **REMUNERATION PACKAGE**

Annual Gross Base Salary

Your annual gross base compensation is **Rs.300000.00** which is made up as follows:
Rs.25000 per month payable in **12** months installments.
Monthly salary is structured as Rs.25000.00 as basic, local travel allowance (TA) **Rs.3000** (tentative) accordance to needs and requirements extra as actual. You're in-hand salary will be **Rs.25000.00** per month.

a. This is exclusive of food expense.
b. Company will take care of lodging at site.
c. Any other expense like travel out of site for office work shall be reimbursed through reimbursement form only after approval from office.
d. If any damage on site in supervision of your' s will responsible by yourself and penalty will be as actual

Compensation Administration & Delivery
Your compensation will be reviewed annually based on your job performance, business performance, **Axiom India Technology Pvt Ltd** performance as well as market pay trend. Such review is usually conducted in April.

Annual Incentive Plan
You are eligible to participate in **Axiom India Technology Pvt Ltd** incentive plan subject to the terms and conditions of the plan. Your actual incentive is determined by your performance on mutually agreed goals and company performance in the respective calendar year which will be 7-10% . **Axiom India Technology Pvt Ltd** retains the right to revise, suspend or terminate the incentive plan and/or the target percentage at any time and in its sole discretion.

- **BENEFITS**

Vacation / Holidays
You will be granted all official public holidays observed by the company and you will not be entitled to any annual leave during the probation period, as specified in the Company's policies and as provided under applicable law.

The Company reserves the right to vary all its benefits from time to time.

- **OTHER MATTERS**

Probation Period
3 - 6 months from the date of joining.

Contract Term and Notice Period
Unless the Indian Employment Act is applicable to the employee herein and a different length ofnotice for termination is required, this is an at will employment and your employment may be terminated at any time

i) by giving 30 – 60 days advance notice in writing or payment in lieu thereof to the other party, and

ii) if in the reasonable opinion of Company, you are guilty of serious misconduct, Company may terminate your employment summarily without notice. Serious misconduct includes, but is not limited to, breach of the Employee Agreement Relating to Trade Secrets, Proprietary and Confidential Information, dishonesty, theft, misrepresentation, breach of the Substance Abuse policy; refusal to obey a reasonable command of Company or breach of the Code of Business Conduct and applicable laws.

Department and Work Location
You will be employed – **Axiom India Technology Pvt Ltd**, located at Plot No. 69, Near Aryan Public School, Rajkishor Nagar, Bilaspur, or such other department or place of business of the Company or its subsidiaries and associates as the Company may from time to time determine.
Work
Your work is limited to site work of any type along with govt. offices engagement etc in Pan India.

Duties
During your employment with Company, you will be required to devote your entire time and attention to your duties and not engage in any other trade, business, or occupation.

Dress Code
You are required to wear business attire (Formals) for work. The Company reserves the right to change the dress code at any time.

Cost and Expenses
Company shall reimburse you for all reasonable and proper incurred expenses in carrying out your duties in accordance with this Agreement, the Company's policies and procedures on claim reimbursement and subject to the presentation of fully supportable claims approved by Company.

Income Tax Payment
You will be solely responsible for your income tax. Where required by the local laws and tax authorities, the Company will deduct income taxes from your monthly income and remit such monies to the tax authorities on your behalf.

Amendments
The Company reserves the rights, subject to applicable law, to amend the terms of this Agreement from time to time as legal requirements may dictate and new company guidelines may require.

Non-Solicitation
You are subject to the terms as set forth in the attached Employee Agreement Relating to Trade Secrets, Proprietary and Confidential Information and any and all Supplements thereto.

Retirement Age
You shall retire on attaining the retirement age of 60. The Company may at its sole discretion inviteyou in writing to continue employment beyond the retirement age.

Confidentiality
You are subject to the terms as set forth in the attached Employee Agreement Relating to Trade Secrets, Proprietary and Confidential Information and any and all Supplements thereto. All information concerning the business, practices or finances of the Company shall be considered as strictly confidential and any breach thereof is deemed a serious misconduct which entitles the Company to terminate your employment in accordance with the provisions above.

Non-Violation
You represent that by accepting the terms of this Agreement, you will not be in violation of the termsof any agreement with your previous employers or third parties.

Code of Business Conduct
At any time during the term of your employment, you are required to comply with all applicable laws,regulations and the **Axiom India Technology Pvt Ltd** Code of Business Conduct, as may be amended from time to time.

Access to Communication System
You shall use internal e-mail, voice mail, computer systems, etc. for work purposes only and shall refrain from using them for personal purposes. Further, you agree that the Company may access or examine these systems, from time to time, pursuant to the Company's business requirements and in order to check if you have observed the Company regulations or if there have been any illegal or improper affairs.

Governing Law
This letter shall be governed by and construed under the laws of India without regard to its principles of conflicts of laws. Notwithstanding the foregoing, the Company reserves the right to invoke the jurisdiction of any competent courts in Bilaspur, India (in particular its labor courts) to remedy or to prevent violation of or enforce any provisions in this Agreement. To the greatest extent permitted by applicable law, you waive any objection which you might now have to such courts being used as a forum to hear and determine any claim or suit.

Authorized Signatory
Human Resource Department
Axiom India Technology Pvt. Ltd

Mr. Pramod Kumar Agare
Date- **Place-**