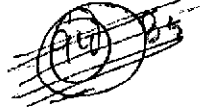


99

**Date: 21-Apr-22****Mr. Archit Pathak**

Dear Archit,

Congratulations!

We are pleased to appoint you in our organization as **Senior Executive - E2** in Broking Branch Department.

Axis Securities Limited a part of the lineage of Axis Group and a proud subsidiary of Axis Bank – India's 3<sup>rd</sup> largest private sector bank and the preferred choice of millions of customers. Making innovation, digitization and customer obsession our motto, we have grown step-by-step in a short span of time. At Axis Securities Ltd, we are committed to provide the best-in-class capital market products and services to our customers with focus towards people development lying at its core.

Please find below the detailed terms and conditions of your appointment:

**Commencement / Term:**

You are required to join our organization on or before **23-May-22**. Your place of work shall presently be at **Lukhnow**.

Please note that your appointment is subject to successful completion of Post-Graduation and NISM Series V (Mutual Fund Distributors) and NISM Series VIII (Equity Derivatives) certification. You are required to furnish the necessary certificates/documents on or before your **Date of Joining**. On failure to submit the necessary certificates/documents as aforesaid, your offer letter will be revoked and the appointment would stand cancelled.

**Remuneration:**

Your remuneration would be **Rs 4,00,000/- per annum**, of which **Rs. 3,50,000/- per annum** shall be fixed CTC and you will be entitled for bonus payout of **Rs 50,000/-** subject to successful completion of probation period of 1 year.

A detailed break-up of your compensation has been attached herewith in the affixed **Annexure A**. Annual performance linked variable pay / incentive, as may be applicable, will be paid as per the Company's policy, based on your performance.

**Retirement / Statutory Benefits:**

You will be eligible for Retirement Benefits of the organization; namely Provident Fund and Gratuity as per the company policy.

**Health & Wellness Benefits:**

You will be eligible for a Group Medclaim (Self and dependant), Future Gratuity Service and Term Life coverage. The additional top-up sums and Employee Care fund are mandatory through employee contribution. Details of these benefits shall be communicated from time-to-time.

**Transfer:**

The organization shall have the right to transfer you to any of its offices or group companies in India that is in existence or may come into existence at a future date.

**Leave:**

You will be eligible for leave, as per Company rules, subject to approval from the competent authority. Women employees who have completed 80 working days with the organization shall be eligible for Maternity leave as per the policy.

**Job Profile:**

Your duties and responsibilities will be explained to you on your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

**Probation Clause:**

You will be on probation for a period of 12 months from the date of joining or such extended period as may be decided by the Company based on your performance during the probation period. On satisfactory performance during probation, you will be confirmed in the services of the Company. In case the overall performance is not found satisfactory, with a view to accord one more opportunity, your probation period will be extended as decided by the Company, or your employment on probation shall be terminated on the due date and you shall automatically cease to be in the employment of the company for all purpose.

**Professional Ethics and Confidentiality:**

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related information (which you may possess by reason of your association with the organization) outside the organization.

**Intellectual Property Rights:**

The Intellectual Property Rights of all the Policy Documents, Investment schemes and Plans, Products and Brochures etc. of the Company shall be exclusive property of the Company; you shall not make any claim on them. Even if any Policy, Investment Schemes and Plan, product and brochures etc. is created / designed by you during your course of employment, the Intellectual Property Rights attached to them shall exclusively vest with the Company.

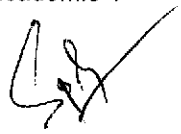
**Notice Period/Exit Formalities:**

During the probation period either party can terminate the services by giving 30 days notice or basic salary in lieu thereof at the organization's discretion. After confirmation, either party can terminate the services by giving 60 days notice or basic salary in lieu thereof at the organization's discretion. You will be liable to submit all the company's assets, data etc., provided during your tenure in the company for carrying official duties, at the time of separation from the company. Please note that you are required to complete the exit formalities within 30 days from your last working day for processing your final settlement dues, if any. Company will not be liable to pay the final settlement dues (if any) in the event of non-completion of exit formalities within 30 days.

**Reference Check:**

Your appointment will be subject to satisfactory reference checks. Please furnish the names of two references, who have supervised you in professional capacity at some stage in your academic / professional career.

Registrar  
Invertis University  
Bareilly



**Termination of Employment:**

Your services with the organization are liable to be terminated in the event of:

- a) Any breach of the conditions mentioned in this letter on your part;
- b) Any incorrect information furnished
- c) Suppression of any material information
- d) Violation of Company's Code of Conduct & Policies
- e) Non confirmation of service
- f) Insufficiency with negative remarks in background verification

**Change in the Personal Details:**

You shall intimate the Company about any change of your residential address (permanent and / or current), qualification and other personal details within five days from the date of change of such details. Your residential address records with the company will be treated as official address and will be used for all official communications with you. In case of non-intimation of change in your residential address to the company, any correspondence to your last known address will be treated as communication received by the employee.

The terms and conditions of employment set out in this letter of appointment constitute service conditions to your employment in the organization in addition to code of conduct and other laid down guidelines and organization reserves the right to change the terms and conditions of your employment set out in this letter of appointment. Any future changes in the Company policies, rules, regulations and your employment terms will super cede the terms and conditions mentioned in this letter. The Courts in Mumbai will have exclusive jurisdiction with regards to any dispute.

Kindly note that you are required to sign the copy of this letter as a token of your acceptance and return it to us immediately. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, receipt of first salary by you will be conclusive proof of your acceptance of the terms and conditions mentioned herein.

A list of document to be submitted at the time of joining is given for your information in Annexure B.

We look forward to welcoming you and wishing you a successful career with the organization.

Yours faithfully,  
For **Axis Securities Limited**

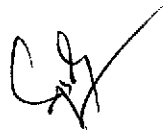


**Authorised Signatory**

I have read and understood all the terms and conditions of the offer and would like to confirm my acceptance of the offer.

Signature  
Name: **Mr. Archit Pathak**

Registrar  
**invertis university**  
Bareilly

  
Director  
**invertis uni.**  
Bareilly