



June 18, 2022
Employee Code – CTY018

Mr. Maneesh Shakya
New Basti, Antri,
Kailaras, Morena
Madhya Pradesh - 476224

Dear Mr. Maneesh,

With reference to your application dated 19th July 2022 and the subsequent interviews you have had with us, we are pleased to appoint you as "CTY Intern" under the **CATCH THEM YOUNG** internship program of our organization, on the following terms and conditions:

1. You will undergo training for a period of 24 months from August 16th, 2022 to August 16th, 2024. On completion of this period, your training will automatically come to an end. In case a suitable vacancy exists then, we may consider your candidature for the same, depending upon your performance during the training.
2. During the period of your training your monthly emoluments will be as per attached annexure "A". You are not entitled to any other allowances.
3. The Group Mediciam Insurance scheme will be applicable to you, for a sum insured of Rupees One lakh per annum.
4. During the period of your training you be eligible for 7 days Casual Leaves and 7 days Sick Leaves in a calendar year.
5. You will undergo training on full-time basis, in any department / establishment of the Company. For the purpose of your training, you will be posted at the Company's establishment at NSRT or such other locations as the Company may decide from time to time without being entitled to any extra remuneration.

Navin Saxena Research & Technology Pvt. Ltd.

Plot No. 667, 669, 670 New Area, Kandla Special Economic Zone (KASEZ)
Gandhidham, District Kutch - 370 230, Gujarat, India.
Phone No.: +91 (0)2836 252101, +91 (0)2836 253801-2
Website: www.nsrct.com | CIN: U73100MH1994PTC083220

Registered Office:

58-D, Government Industrial Estate, Charkop,
Kandivali (West), Mumbai - 400 067, Maharashtra, India.
Tel: +91 (0) 22 4238 3000, +91 (0) 22 2868 2515
Fax: +91 (0) 22 2868 9056

August 25, 2022

: 2 :

6. You will be governed by the rules and regulations for employment, hours of work, holidays, discipline and general work practices applicable to the establishment where you are posted for training.
7. During the period of your training, you are not permitted to engage yourself or devote any time or attention to any other full-time or part-time employment, trade, business or occupation with or without remuneration other than that of the Company. So also, you will not undertake either directly or indirectly any activity which is contrary to or inconsistent with your obligations to the Company or in the Company's interests. At any time if it is found that there is any breach of this condition on your part, your training is liable to be terminated.
8. In the course of your training, you will come to possess information connected with operations of our manufacturing processes, financial and other matters relating to the Company's business. All such information shall be held by you in the strictest of confidence and it shall not be divulged to outsiders during your training with the Company or thereafter.
9. Your training period is subject to you being declared medically fit in the medical check-ups conducted by the Company at the time of your joining and periodically thereafter. On being found medically unfit, your training is liable to be terminated.
10. During the training period the Company may terminate the same without assigning any reason and without notice or any compensation in lieu thereof. So also, in case you desire to discontinue the training, you may be relieved on receipt of a written request and further adherence to the "Continuity of Service" agreement signed between you and the Company.
11. You shall communicate to the Company any change in your address as well as personal status. All communications sent to you in the normal course on the address given by you shall be deemed to have been received by you.

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12. Any dispute arising out of and/or related to your training shall be subject to Mumbai jurisdiction only.

You are requested to sign in the space provided below and return one copy of this letter as token of your acceptance.

With best wishes,

For Navin Saxena Research & Technology Pvt. Ltd.

Niilesh V Thakkar
NIILESH V THAKKAR
HEAD - HUMAN RESOURCES

I have read the above mentioned and enclosed terms and conditions. I have understood them and I hereby accept the training on the said terms and conditions.

Signature of Intern:

Date:

Encl : as above

| ANNEXURE – A | | |
|------------------------------|---------------------------|-----------------|
| Name : Ms. Maneesh Shakya | Designation : CTY Trainee | |
| Department : F&D | Level - 5, Job Code – L5 | |
| Date of Joining : 16.08.2022 | Location : NSRT | |
| Particulars | Per Month (INR) | Per Annum (INR) |
| Basic | | |
| House Rent Allowance | 10000.00 | 120000.00 |
| Bonus Ex Gratia | 5000.00 | 60000.00 |
| Gross - Total - A | 1400.00 | 16800.00 |
| LTA | 16400.00 | 196800.00 |
| *Annual Component – B | 0.00 | 0.00 |
| PF Contribution 12% of Basic | 0.00 | 0.00 |
| Gratuity @4.81% of Basic | 1200.00 | 14400.00 |
| Annual Statutory – C | 481.00 | 5772.00 |
| Annual CTC (A + B + C) | 1681.00 | 20172.00 |
| | 18081.00 | 216972.00 |

For Navin Saxena Research & Technology Pvt. Ltd.

Nillesh V Thakkar
 NIILESH V THAKKAR
 HEAD - HUMAN RESOURCES

Navin Saxena Research & Technology Pvt. Ltd.

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