Appointment Letter

24th May 2026

Mr Pranav Tanaji Shinde
PAN : NHVPS9115K
Aadhar No. : 3901 1620 6132
Email ID : pranav0271@gmail.com
Phone No. : +91 8793434241
Permanent Address : FLAT 28, Maher, Brahman Wadi, Sate, Pune, Maharashtra - 412106

Subject: Appointment Letter and Employment Agreement for employment with Solytics Partners Private Limited ('Solytics Partners' or 'Company')

Dear Pranav,

Thank you for choosing Solytics Partners for building your career, achieving your personal goals, and deciding to contribute towards achieving the Company's goals and objectives.

We are pleased to appoint you as **Associate Quant Consultant** based at **Pune** with Cost To Company (CTC) of **₹ 5,00,000/- (Rupees Five Lakh only)**. Your services with the Company start on **1st June 2026.**

Please refer your Employment Agreement as appended to this Appointment Letter for details of the terms of your employment, Cost To Company (CTC), employment benefits and other details concerning your employment with the Company.

Please indicate your acceptance of this Appointment Letter and Employment Agreement by signing a printed copy of each and returning it to the Company.

We are confident that you will find Solytics Partners a stimulating, enjoyable and rewarding career choice and that you have the skills and personal attributes to succeed.

We wish you good luck.

Warm Regards,
Rohtas Kumar
Chief People Officer
Solytics Partners Private Limited

I, **Pranav Tanaji Shinde** , hereby agree and accept the terms of this Appointment Letter. I agree that my electronic signature below will have the same force and validity as a handwritten signature.

Signature: Pranav
Name : **Pranav Tanaji Shinde**
Date : **25th May 2026**

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Employment Agreement

This Employment Agreement ("**Agreement**") is made on and effective from the Commencement Date as specified in the Appointment Letter attached above.

By and between:

(1) **Solytics Partners**, a Private Limited company incorporated under the provisions of the Companies Act, 2013 and having its corporate office in Pune, Maharashtra, India, (hereinafter referred to as **"Company",** which expression shall, unless repugnant to the subject or context thereof, be deemed to include and mean its successors and assigns); and

(1) **Pranav Tanaji Shinde** , son of **Mr. Tanaji Shamrao Shinde**, aged 25, Indian Inhabitant, residing at **Home No 48, Near Suvarndeep apt., Malgalli, Kadamwadi, Kolhapur, 416003** ("**you**"/ "**your**"/ "**yourself**").

Company and you shall hereinafter jointly be referred to as the "**Parties**" and severally as the "**Party**".

It is agreed as follows:

1 **Appointment and Commencement Date**

1.1 You are appointed as **Associate Quant Consultant** and will report to **Mr. Sachin Laxman Bhogan, Senior Manager - Quant Analytics** or any other person as directed by the Company from time to time.

1.2 Your employment with the Company will commence on the Commencement Date (as specified in the Appointment Letter attached above) and will continue until terminated in accordance with this Agreement.

1.3 In consideration of your position and designation, the Company will utilise significant resources and efforts, and spend considerable expenses, including opportunity costs, in training you to gain sufficient expertise, technical skills and professional competence to perform your responsibilities and duties for the Company ("**Company Training**"). Consequently, and in consideration of the Company's efforts to provide you such Company Training, you hereby undertake to remain in employment with the Company (and not resign) for a period of at least 12 (twelve) months from the Commencement Date ("**Minimum term**") so that the Company may receive the benefit of the Company Training provided to you. You acknowledge and agree that the condition in the foregoing sentence is fair, reasonable, and necessary to protect the Company's business interests, operations and goodwill. In the event your services are terminated, either by you for any reason whatsoever or by the Company for compliance breach/underperformance, before the Minimum Term, you agree to pay the Company a sum of INR 2,50,000/- (Indian Rupees Two Lakhs Fifty Thousand) or fifty percent (50%) of your Cost To Company (CTC), whichever is higher, as liquidated damages ("**Training Costs**") with the period of one (1) month from the date of termination of your employment with the Company failing which you authorise the Company to recover the Training Costs as a debt from you to the Company and take all action as the Company deems necessary to recover the Training Costs from you. You agree that the Training Costs are not in the form of penalties but reflects a genuine pre-estimate of the loss and damage the Company will suffer if your employment ceases before completion of the Minimum Term.

1A **Probationary Period**

1A.1 Your employment will be subject to a probationary period of 6 (six) months from the Commencement Date or such longer period as may be extended by the Company ("**Probationary Period**"). If your performance is not satisfactory during the Probationary Period, the Company shall communicate the same to you in writing. The Company may, at its sole discretion, either

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terminate your employment (in accordance with Clause 1A.2) or extend the initial Probationary Period as it may consider appropriate and communicate such extension to you in writing. Upon completion of your Probationary Period to the satisfaction of the Company, the Company will confirm your employment in writing.

1A.2 During the Probationary Period, the Company may, terminate your employment immediately, without cause, upon written notice to you. During your Probationary Period you are entitled to terminate your employment upon written notice to the Company of not less than three (3) months ("**Probationary Notice Period**") or if permitted by the Company, on payment to the Company of your salary in lieu of the Probationary Notice Period or the balance Probationary Notice Period. In the event of termination by you under this Clause 1A.2, the Company may, at its sole discretion, release you from its services at any time during the Probationary Notice Period in which case neither Party shall be liable to the other for any payment in lieu of the unexpired portion of the Probationary Notice Period.

2 Place and time of work

2.1 Your normal place of work shall be at Company's office in Pune, situated at ODC 4, 4th Floor, iSprout Business Center, Panchshil Tech Park, Hinjavadi, Pune. You may, from time to time, be required to work at or from any other department, office, branch or location of the Company, any group entities, suppliers, partners or any customer or potential customer of the Company, as the need arises.

2.2 You may be required to travel to, or work from other national or international locations of the Company or any group entity or any other third parties. In such circumstances of transfer, secondment or deputation, the remuneration payable to you shall be fixed in accordance with the Company Policies (defined below), as applicable from time to time. When required to travel to other locations, whether within or outside your normal place/country of work, you will be required to do so via the most efficient means as identified by the Company in accordance with the Company Policies, as applicable from time to time.

2.3 Unless otherwise specified by the Company, your working days will be Monday to Friday every week and your working hours will normally be from 9.00 A.M. to 6.00 P.M., or such other duration as specified by Company from time to time or as per Company Policies.

2.4 The Company has the right to vary the number of hours, days, and timings of your work in order to meet its business needs. You will be given reasonable prior notice of such changes. You are required to work the hours necessary to fulfil the responsibilities of your position and duties. You do not qualify for any direct and/or indirect overtime payment for any additional hours you may have worked in order to complete your duties, responsibilities, and work assignment. All overtime working shall always be subject to the prior written approval of the Company.

2.5 Certain projects including projects requiring 24 X 7 support, may require you to work in shifts or outside standard working hours as per the requirement of the business. In case you are assigned to such projects, you may be required to work in shifts or outside standard working hours, as you are informed from time to time, and accordingly you agree to work in shifts or outside standard working hours.

3 Duties and Responsibilities

3.1 You shall carry out all such duties, responsibilities and assignments as may be assigned to you by the Company from time to time.

3.2 During the course of employment, you shall: -

(a) obey and comply with, all lawful orders and directions given to you by Company or by any of its officers in that behalf and obey all such rules, regulations, and arrangements;

(b) devote the whole of your time exclusively to the Company and not engage directly or indirectly, with or without remuneration, in any business, profession, calling or activity or seek employment elsewhere without the prior written permission of the Company;

(c) not act or omit from acting in a manner which brings the name or reputation of Company and its officers into disrepute or will otherwise prejudice the interests of Company;

(d) undergo all such technical or other training as directed by Company;

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(e) not (and shall ensure that your family members do not) directly or indirectly, receive or accept any commission, rebate, discount, or profit for your benefit from any person, company or firm having business transactions with Company;

(f) disclose in writing to Company all of your business interests, if any, whether or not they are similar to or in conflict with the business or activities of Company and all circumstances, in respect of which there is or there might in the future be a conflict of interest between you and Company or any of your immediate relatives; and

(g) not hold out in any way as having any other position or designation other than the one given to you by Company.

3.3 You hereby represent and warrant that you are not subject to any agreement, arrangement, contract, understanding, court order or otherwise, which in any way directly or indirectly restricts or prohibits you from fully performing the duties of employment, in accordance with the terms and conditions of this Agreement.

4 **Remuneration**

4.1 You shall be paid salary and benefits for your services to the Company, as mentioned in the **Annexure-I** attached hereto. The salary mentioned in the **Annexure-I** shall be deemed to accrue from day to day and shall be paid monthly in arrears, subject to necessary deductions mentioned in Clause 4.3 below.

4.2 The salary and salary structure are subject to review and revision in accordance with the Company's practices and policies from time to time, however there shall be no obligation on the Company to increase such salary at any point of time except at its sole discretion. The Company shall communicate all revisions in the salary to you in writing.

4.3 The salary and other benefits shall be subject to the applicable statutory and other deductions, including statutory contributions, tax deducted at source under the provisions of the Income Tax Act, 1961 (as amended from time to time).

4.4 Without prejudice to the Company's other rights and remedies, the Company will be entitled to deduct from your entitlements, if any herein, the amount of any dues or claims which the Company may have against you either under this Agreement or otherwise howsoever.

4.5 Should you join us between January 01st and March 31st of the year, your entitlement to salary revision will commence from the subsequent appraisal period.

Performance Bonus/Incentive Payments

4.6 The performance linked incentive and other non-statutory bonus, if any, is payable at the sole discretion of the Company and will be strictly linked to both your performance and the performance of the Company. Such bonus will also be subject to such conditions (including conditions for, and timing of payment) as the Company may in its discretion determine from time to time.

4.7 Any non-statutory bonus, incentive (including performance incentive) or commission which the Company may agree in writing to pay you:

(a) shall be payable at the Company's sole discretion in the manner as determined by the Company;

(b) shall be governed by the Company's policies and rules, as amended from time to time, and the terms of this Agreement;

(c) shall require you to be in employment with the Company as on the date of the pay-out and not serving your notice period; and

(d) can be suspended, amended, withdrawn, or varied at any time at the Company's sole discretion.

5 **Leave**

5.1 You shall be allowed to take leave as per the Company's leave policy as may be applicable from time to time.

5.2 Your absence from work shall be notified to the Company as soon as possible. The Company retains the right to take appropriate action against you, including but not limited to disciplinary action or termination of employment in case you fail to inform the Company about your absence or if you remain absent beyond the period of leave originally granted.

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6 **Termination, Retirement and Consequences**

6.1 After the Probationary Period, the Company may, at any time, terminate your employment, without cause, upon written notice to you of not less than 3 (three) months ("**Notice Period**") or on payment of your salary in lieu of the Notice Period or pro rata payment for the balance Notice Period, as the case may be. This right is subject to the rights of the Company under Clause 6.3 below.

6.2 Similarly, you are entitled to terminate your employment, upon written notice to the Company of not less than the Notice Period (as specified above). In the event of termination by you under this Clause 6, the Company may, at its sole discretion, (a) release you from its services at any time during the Notice Period, in which case neither Party shall be liable to the other for any payment in lieu of the unexpired portion of the Notice Period; or (b) require you to serve out the entire Notice Period or a part thereof; or (c) at your request, permit your early release from the Company's services subject to Company being entitled to recover from you, your salary for a period equivalent to the unexpired portion of the Notice Period.

6.3 **Investment Details Submission:**

The employee to submit all relevant investment details (including but not limited to any financial investments, retirement accounts, etc.) to the HR department at least 10 days before the Last Working Day (LWD) or within 30 days after resignation, whichever is earlier.

6.4 Without prejudice to any of the rights and remedies which the Company may have against you, the Company has the right to terminate your employment by immediate written notice without any notice period and without payment in lieu thereof at any time on account of:

(a) any negligence, default, misconduct, fraud, or forgery by you in connection with or affecting your employment;

(b) your non-performance, or non-observance of your duties and responsibilities or your breach of any terms of this Agreement;

(c) your breach of any of the Company Policies (as defined below) and/or applicable laws;

(d) any physical or mental incapacitation, which (in the Company's sole opinion) renders you incapable of performing your duties associated with your employment;

(e) absence for a continuous period of five days without prior approval by the reporting manager (including overstay on leave / training);

(f) you directly or indirectly, receiving or accepting any commission, rebate, discount, or profit for your benefit from any person, company or firm having business transactions with Company;

(g) you act detrimental to Company's interest and brand image; or

(h) any particulars furnished by you in resume or during the hiring process are found to be false or incorrect; or

(i) the Employee engages in any other misconduct or violates any provisions of this Agreement or the Company's policies.

6.5 **Retirement**

You will retire from employment on attaining 58 (fifty-eight) years of age or upon attaining any other age of retirement as determined by the Company from time to time. Your age as entered in the Company's records at the time of joining will be final and binding on you.

6.6 **Consequence of termination or cessation**

Upon termination or cessation of your employment with the Company for any reason whatsoever, you shall immediately:

(a) transition your responsibilities and knowledge pertaining to your employment to such person or persons as may be nominated by the Company to assume conduct of your role, to the satisfaction of the Company;

(b) surrender to the Company or its nominated/authorised representatives all original and copies of business documents, blueprints, reproductions or any data, tables, calculations, diaries, notes or books and correspondence either addressed to you by the Company or received by you for and on behalf of the Company (e.g. software, data carriers), including any other records, property and/or effects of the Company as may be in your possession or custody pertaining to or connected with the business of the Company; and

(c) repay all outstanding dues, if any, payable by you to the Company;

(d) In case the Employee is to leave the Company within one (1) year from the date of joining, the Employee may be required to repay the Company such expenses that may be incurred on his/her

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relocation, airfares, transfer of goods, boarding, lodging, transportation and payment of notice period to the previous employer as applicable at the explicit written discretion of the Company.

7 **Confidential Information**

7.1 In the course of employment, you may have access to Confidential Information (defined below).

7.2 You shall not during the term of your employment (except in the proper performance of your duties) or at any time (without limit) after the termination of your employment:

(i) divulge or communicate to any person, company, business entity or other organisation;

(ii) use for your own purposes or for any purposes; or

(iii) through any failure to exercise due care and diligence, cause any unauthorised disclosure of, any Confidential Information;

(iv) reproduce, store in a retrieval system, or transmit in any form or by any means, electronic, mechanical, photocopying, recording, scanning or otherwise, any copyrighted material which is the property of the Company, for your own benefit or for the benefit of any third party;

(v) at any time during the continuance of your employment or on expiry or termination or cessation of employment with the Company, issue any unauthorised statements to the press or any third party regarding the Company, the Company Business, this Agreement, and your employment with the Company.

7.3 For the purposes of this Agreement, "**Confidential Information**" means, any non-public information of whatever nature including any Intellectual Property (as defined below) or trade secrets or other information which is confidential, commercially sensitive, relating or belonging to the Company including relating to any present or future business methods, technical systems, research and development projects, services, clients, liabilities, litigations, know-how and any information in respect of which the Company owes an obligation of confidentiality to any third party, whether disclosed in writing, orally, electronically, or by the Company or any other party on behalf of the Company. Any documents, which reflect or are generated from any such Confidential Information, will also be deemed as Confidential Information. All Confidential Information shall be deemed as the Company's trade secrets unless otherwise designated by the Company as non-trade secret Confidential Information.

7.4 You will co-operate with the Company to sign any separate confidentiality agreement(s) as may be required by the Company from time to time including any customer/client specific confidentiality agreements. Your obligations under any such confidentiality agreements shall supplement and not override the other provisions of this Clause 7 unless otherwise expressly agreed.

7.5 Your obligations under this Clause 7 shall remain in force indefinitely.

8 **Intellectual Property**

8.1 All rights, title and interest in any Intellectual Property arising out of or in connection with your employment with the Company, whether or not created, conceived, or developed in the Company's premises or using the Company's property, or other proprietary rights therein or otherwise, shall irrevocably, perpetually, and immediately (upon creation) be the property of the Company. You will execute all documents and perform all acts at the Company's request to establish or preserve the Company's right to such Intellectual Property including execution of deeds of assignment or any other document as may be required during the course of your employment or at any time thereafter. You hereby appoint the Company and its nominated officers as your authorised attorney and agent to execute documents on your behalf for this purpose.

8.2 You hereby irrevocably and unconditionally waive in favour of the Company all rights granted by the Copyright Act, 1957 of India in connection with your authorship of any copyright works in the course of your employment with the Company, including without limitation any moral rights and any right to claim an additional payment with respect to use or exploitation by the Company of those works. It is clarified that Section 19(4) of the Indian Copyright Act, 1957 shall not apply to any assignment of copyrights under this Agreement and you hereby agree not to raise and waive all rights to raise, any objection or claim before the Indian Copyright Board with respect to the assignment pursuant to Section 19A of the Indian Copyright Act, 1957.

8.3 You agree that (i) your salary is full compensation for your services and all present and future uses of Intellectual Property made by you in the course of your employment; and (ii) you will not make any claims against the Company or any of its affiliates with respect to such Intellectual Property.

8.4 You shall not violate any third-party Intellectual Property rights during the course of your employment with the Company.

8.5 For the purposes of this Agreement, "**Intellectual Property"** means and includes whether registered or unregistered and/or applied for registration and pending, trademarks, patents, designs, copyrights including design copyrights, service marks, internet domain names, processes, geographical indications, neighbouring rights, trade secrets, integrated circuits, exploitation of any present or future technologies, applications for any of the foregoing and the right to apply for them in any part of the world, discoveries, creations, inventions or improvements upon or in addition to an invention, Confidential Information, know-how and any research effort relating to any of the above mentioned business, names whether capable of registration or not, moral rights and any similar rights in any country.

9 **Non-Solicitation and Non-Compete**

9.1 You shall not, directly or indirectly, by yourself or in association with any other person, during two (2) years or such other time period allowed under applicable law, after the date of termination or cessation of your employment with the Company, solicit or entice, or endeavour to solicit or to entice or assist any other person in soliciting or enticing, whether by means of supply of names or expressing views on suitability, or by any other means whatsoever, away from the Company any employee, client, customer, dealer, partner, vendor or business associate of the Company.

9.2 During your employment and for twelve (12) months thereafter, you will not, directly, or indirectly engage in any business, work with, or assist any client, sub-client, vendor and sub-vendor of the Company (whether as an officer, owner, employee, consultant or otherwise in any capacity) which competes with the whole or part of the Company's business.

9.3 You acknowledge that your position with the Company requires and will continue to require the performance of services that are special, unique, extraordinary and of an intellectual character and has placed and will continue to place you in a position of confidence and trust with the customers and employees of the Company, and accordingly that the covenants above are fair and necessary in order to protect and maintain the goodwill, trade secrets and proprietary information of the Company.

10 **Personal Information**

10.1 The Company may, in connection with your employment and reference checks, receive and collect personal data relating to you**,** including sensitive personal data or information (as defined in the Information Technology Act 2000 and rules made thereunder) (collectively "**Personal Information**"). The Company may process such Personal Information for relevant and limited purposes in connection with your employment and/or the business of the Company. By signing this Agreement, you consent to the following:

(a) the collection, use, processing, storage, export, and transfer of the Personal Information by the Company and third parties in accordance with the Company's privacy policy; and

(b) the transfer and disclosure of your Personal Information held by the Company to any third parties within India or outside of India in accordance with the Company's privacy policy.

10.2 It is clarified that the above activities pertaining to the Personal Information are permitted only for purposes connected with, related to, or arising out of your employment with the Company and shall further be subject to any restrictions imposed by applicable law.

10.3 You hereby covenant that all Personal Information provided by you is accurate and complete, and that none of it is misleading or out of date. You agree to promptly update the Company in the event of any change to your Personal Information. You further agree to the use of your personal images and voices in marketing material and videos of the Company.

11 **Policies**

In addition to the terms and conditions mentioned in this Agreement, you will also observe and comply with and be governed by any policies, rules, employee handbook, regulations, processes, and procedures as may be drafted, revised, amended and/or updated from time to time by the Company ("**Company Policies**"), at its sole discretion. In case of any conflict between the terms of this Agreement and any provision under the Company Policies, the provision of the Company Policies shall, only with respect to such conflict, prevail.

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12 **Assignment**

The Company may assign this Agreement to any of its Affiliates provided that the Company shall require such successor to expressly employ you on terms and conditions which, if taken as a whole, are not less favourable than the terms of this Agreement.

The term "**Affiliates**" shall mean, in relation to any person, any entity controlled, directly or indirectly, by that person, any entity that controls, directly or indirectly, that person, or any entity under common control with that person. For the purpose of this definition "**control**" means the power to direct the management and policies of an entity whether through the ownership of voting capital, by contract or otherwise.

13 **Miscellaneous**

13.1 **Indemnity**

You shall defend, save, and hold harmless Company, its partners, customers, directors, officers and employees, other agents and Affiliates from and against all claims, liabilities, losses, causes of action, damages, judgments, legal fees, penalties (including fines) costs and expenses which arise out of or are related to (i) your performance, failure to perform responsibilities or duties as required by this Agreement and Company Policies (including in relation to Confidential Information); (ii) all your acts or omissions during the course of your employment by Company, and thereafter where connected with Company or your employment by Company; or (iii) your former retainership/consultancy/employment agreement(s).

13.2 **Non-Disparagement**

You agree that during the course of employment with the Company and after its termination, you will not make any statements, written or verbal, or take any action, which is intended to harm the Company or its reputation or which would reasonably be expected to lead to unwanted or unfavourable publicity to the Company.

13.3 **Additional Rules & Regulations**

In addition to the terms and conditions of your employment hereinabove mentioned, you shall also observe and comply with and shall be bound by any rules, regulations, and procedures which the Company may from time to time separately frame for observance and compliance by its employees.

13.4 **Notices**

Any notice to be given under this Agreement shall be given in writing and may be sent addressed in the case of the Company to its office for the time being and in the case of you, to you at your last known place of residence or given personally and any notice given by post shall be deemed to have been served at the expiration of 48 (forty-eight) hours after the same was posted. Notice may also be given by electronic mail in which case it shall be deemed to have been served 12 hours after the same was transmitted.

13.5 **Amendment**

The Company has the right to add, alter, modify, or vary any term of the Annexures and/or its policies and procedures, including any or all the Company Policies at any time. These changes will be communicated to you in writing, either individually or by a circular.

13.6 **Entire Understanding**

This Agreement together with its Annexures and all documents referred to in it sets out the entire understanding between you and the Company and supersedes all prior agreements, understandings, or arrangements (oral or written) including but not limited to, any representations made by the Company during your interview(s), negotiations, whether written or oral, in respect of your employment or engagement with the Company.

13.7 **Full & Final Dues**

The Company shall pay full and final dues in terms of Company Policies which shall be subject to you returning all data, information, materials, tools, keys, login details, passwords, company provided materials, intellectual property, laptops, mobiles, hard drives and/or any other property belonging to the Company. The Company reserves all rights and remedies including without limitation rights to initiate legal proceedings for recovery, withholding salary, emoluments or other dues of the employee and charging interest.

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13.8 **Severability**
The various provisions of this Agreement are severable and if any provision is held to be invalid or unenforceable by any Court of competent jurisdiction, then such invalidity or unenforceability shall not affect the remaining provisions of this Agreement. In the event that any of the said restrictions shall be held void but would be valid if part of the wording thereof were deleted, altered, or amended, such restriction shall apply with such deletion, alterations or amendments as may be necessary to make it valid and effective.

13.9 **Survival**
The provisions of Clauses 6, 6.5, 7, 8, 9, 10, 11, and 13 shall survive termination of this Agreement together with such other clauses which by their nature are required to survive such termination to give full effect and force to this Agreement and the Company's ability to enforce it.

13.10 **Governing Law and Jurisdiction**
This Agreement is subject to the laws of India and any dispute arising shall be submitted to the exclusive jurisdiction of the courts in Pune, Maharashtra, India.

14 **Your appointment is always subject to:**
14.1 The Company receiving a satisfactory report of your background verification checks;
14.2 Completion of satisfactory reference checks;
14.3 You being found, and remaining, physically and mentally fit as certified by a doctor authorised by the Company, whose opinion shall be final and binding on you; and
14.4 The submission of copies of testimonials and experience certificate(s), relieving letter and clearance certificate from your previous employer(s) and other documents as Company may reasonably request from time to time.

15 **Signature By Electronic Means**
The Company and you agree and consent that (a) this Agreement may be signed by digital/electronic means or by 'DocuSign' or similar software; and (b) the digital/electronic/DocuSign signature made by the Company and you on this Agreement will be legally valid and treated as the original signature of the Parties.

IN WITNESS WHEREOF, the Parties to this Agreement have executed or caused their respective duly authorized representatives to execute this Agreement:

For Solytics Partners Pvt. Ltd.	**Employee**
RKumar	Pranav
Authorized Signatory **Rohtas Kumar** Chief People Officer	Agreed and accepted by **Pranav Tanaji Shinde** **PAN:** NHVPS9115K
Date: 24 May 2026	Date: 25 May 2026

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Annexure – I

COMPENSATION AND BENEFIT STRUCTURE

The Employee shall be bound by the terms and conditions set forth in this Agreement.

Annual Compensation (i.e., Breakup of CTC) – The total annual compensation (the total Cost to Company) shall be equivalent to **₹ 5,00,000/- (Rupees Five Lakh only)** as specifically defined below:

Solytics Partners Pvt. Ltd.		
Cost To Company (CTC) Breakup		
Name of Employee:	Pranav Tanaji Shinde	
Designation	Associate Quant Consultant	
Grade	Associate Consultant	
Date of Joining	1 June 2026	
Sr. No.	**Particulars**	**Amount (Yearly) ₹**
1	Basic Salary	2,25,000
2	House Rent Allowance	1,12,500
3	Conveyance Allowance	19,200
4	Internet and Telephone allowance	18,000
5	Leave Travel Allowance (LTA)	18,750
6	Other Allowances	24,128
7	Provident Fund (Employer Contribution)	21,600
8	Gratuity	10,823
Annual Fixed Pay		**₹ 4,50,000**
9	Performance Linked Incentive	50,000
Cost to Company		**₹ 5,00,000**

Notes:

a. **Provident Fund Contribution:** If you wish to opt for PF at 12% of your basic salary (each for employer and employee contribution, kindly intimate HR on the day of joining. We will incorporate the new structure in our system and reissue this letter. Do note that this will lead to lower net salary as compared to the given above.

b. Salary and all other payments will be subject to TDS (tax deduction at source) and other deductions, including Professional Tax, Provident Fund and any other statutory deductions and payments, as required under applicable law.

c. **Health Insurance**: You will be eligible to receive health insurance cover as per Company Policies.

d. **Employee Stock Option Plan** (“**ESOPs**”): You will also be eligible to be considered for allocation of ESOPs after completing one (1) year of service with the Company and subject to (i) Company Policies; (ii) terms and conditions recorded in the applicable ESOP scheme approved by the Company’s Board of Directors; and (iii) your executing the necessary agreements.

e. **Relocation Assistance**: Employees may be eligible for relocation assistance as per Company Policies.

f. **Statutory Deductions and Payments**: All statutory deductions will be processed in accordance with applicable law from salary and other payments made to you.

g. **Gratuity** will be payable if you are eligible and in accordance with the conditions and provisions of the Gratuity Act 1972.

h. **Provident Fund contributions** of the employee will be deductible from the total salary as per applicable laws.

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