



Trishika V R  
102170438

13-Apr-2022

Dear Trishika,

Congratulations! Effective 25-Apr-2022, your services will be transferred to Amazon Development Centre (India) Private Limited, your team will be 8689-Immigration Support - VAR in Hyderabad and your business title will be Immigration Assistant, level 3. And, your reporting manager will be Rajiv Kurian. All other employment terms and conditions will remain same as per original appointment letter.

Effective 25-Apr-2022, your Annual Base Pay will be Rs. 490,365 per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise. Your Base Pay is inclusive of both the employer's and the employee's provident fund contributions. Your Base Pay will be reviewed in accordance with internal performance review systems, details of which are set out in Amazon India's Policies and Procedures. All other compensation will remain unchanged.

If in the event that visa approval or other non-controllable delays (as determined by Amazon in its discretion) result in your internal transfer occurring in Amazon's next compensation year (on or after April 1), your compensation set out in this offer letter may be modified to reflect the adjusted position in that new compensation year in line with Amazon's usual local compensation model and review processes. Any such modification will be confirmed to you in writing.

### **Confidential Information**

During your employment, you will have access to highly confidential information of Amazon India. Even the work done by you for Amazon India is highly confidential. This role change may require you to execute a Confidentiality, Non-competition and Invention Assignment Agreement for protection of such confidential information. In such case, your role change would be subject to and conditional upon you signing and returning the Confidentiality, Non-competition and Invention Assignment Agreement to Amazon India and complying with the terms thereof, at all times.

We are confident in your ability to take on new challenges and we look forward to your continued contributions to the company's success.

Thanks again for your efforts. Please contact your manager or your HR Business Partner with any questions.

For Amazon Development Centre (India) Private Limited

A handwritten signature in black ink, appearing to be 'KVS Surendra Raju', written on a light-colored, slightly textured background.

K V S Surendra Raju  
Senior Manager, Employee Services

ACCEPTANCE

I agree to and accept this transfer and the terms set forth above.