



Strictly Private & Confidential

Oct 20, 2022

Vidhan Paul

Village Gopinathpur, Post Office - Hirapur,
Tehsil - Ghoradongri, District Betul
Madhya Pradesh 460440

Dear Vidhan,

Subject: Offer Letter for Employment

THINK Gas Bhopal Private Limited (the "Company") is pleased to offer you an opportunity for full-time employment in the position of **Engineer - Operations & Maintenance**.

You shall report to the **Senior Manager - Projects & Execution** of the Company and are required to follow directions given by the person(s) occupying that position or as delegated.

This letter summarizes the key terms of the offer of employment. If you accept the offer, a formal employment agreement that will govern the terms and conditions of your employment will be sent to you (and will control in the event of any conflict with this offer letter) (the "Employment Agreement").

Your total all-inclusive gross annual compensation on a cost-to-company basis will be **INR 5,50,000/- (Rupees Five Lakhs Fifty Thousand)**, which shall include your basic salary and various allowances which may be claimed in compliance with and subject to limits under the applicable laws and the Company's policies and practices. For detailed break up, please refer salary annexure.

Additionally, upon your joining and execution of your employment agreement, you will be eligible for certain Stock Appreciation Rights on terms approved by the Board of the Company or its affiliate. The grant amount for the purpose of calculation of redemption value payable to you under the Stock Appreciation Rights plan shall be **INR 4,12,500 (Rupees Four Lakhs Twelve Thousand Five Hundred)**. Exit price, exercise price, redemption event and other conditions shall be determined in accordance with the approved Stock Appreciation Rights plan. This shall be conveyed in a separate letter of grant to be issued to you.

All payments by the Company shall be subject to statutory deductions and contributions. Any provident fund and/or pension fund contribution that the Company shall be required to make on your behalf shall be deducted from your salary. The detailed terms and conditions of your employment with the Company are set out in your employment agreement which you will need to execute upon commencement of employment.

Based on your performance, the Company, in its sole discretion, may choose to award an annual discretionary bonus as per Company's policy effective at the time. Any such bonus payments, payments pursuant stock appreciation rights granted shall also be subject to Company's performance.

You will also be entitled to benefits as per the Relocation Policy currently in force at THINK Gas, attached for your reference.

In case of payment due to shortfall in notice period with your current employer, the same will be reimbursed to you on the submission of the full and final statement of your current organization (If discussed and committed only).



Registered office

A-49, Ground Floor, Lane No. 1, Guru
Nanak Pura, Laxmi Nagar, Delhi 110092
CIN: U40300DL2018FTC342454



THINK Gas Bhopal Private Limited

206, Chinarr Incube Business Centre,
Chinarr Fortune City, Hoshangabad Road,
Bhopal - 462004, Madhya Pradesh, India



(HO) +91 120 4040400



info@think-gas.com



www.think-gas.com



Please note that this amount shall stand recoverable from your dues at THINK Gas should you exit the organization within 12 months of joining us.

You will be based initially in **Bhopal**. Whilst you are employed by the Company, you are expected to devote your full business time and attention to the performance of such duties as may be assigned to you by the Company, and you shall not engage in or accept any other assignment or employment from any third party during the period of your employment with the Company, except with the prior and express written consent of the Company. You will perform your duties faithfully, ethically, diligently and competently, in a professional manner, in accordance with applicable laws and regulations, Company's policies and the employment agreement.

Please note that this offer for employment is contingent upon: (1) successful completion by the Company of your background checks and pre-employment medical checks; (2) your full and complete disclosure to the Company of any and all agreements (noncompetition, non-solicitation, employment, confidentiality or otherwise) with any prior employer, clients, principals, partners or others which in any way limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Company in this offer for employment; and (3) execution of your employment agreement. The Company reserves the right to withdraw this offer or terminate your employment at its sole discretion and without any obligation whatsoever in the event that it receives any negative background check results or determines that any contractual or other obligation may limit your ability to engage in business activities for the Company.

On your acceptance of this offer for employment and subject to successful completion of your background checks and pre-employment medical check-up by the Company, you will be required to join on or before **Monday, November 21, 2022**.

Please treat this letter and its contents as strictly confidential and do not disclose the same to any person or entity, (except to your advisors, attorneys and accountants, for seeking their advice), without the Company's prior written consent. Your salary and benefits are confidential, and you should refrain from discussing it with other employees of the Company.

If you have any questions in relation to this offer, please contact Pratibha Rajput at Pratibha.Rajput@think-gas.com.

Yours sincerely,

For **THINK Gas Bhopal Private Limited**

A handwritten signature in black ink, appearing to read 'Hardy Singh', written over a horizontal line.

Authorised Signatory



Acceptance

I hereby accept the terms and conditions of this offer for employment with the Company and agree to join on such date as may be communicated to me by the Company. I confirm that all the information provided, and representations made by me to the Company are true and correct to the best of my knowledge and that I have not withheld any material information therefrom. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Sign: _____

Name: _____

Date: _____

Salary Annexure

Salary Structure

| | |
|----------------------|--|
| Employee Name | Vidhan Paul |
| Designation | Engineer - Operations & Maintenance |
| Location | Bhopal |

| <i>Figures below In Rupees</i> | Salary Breakup | |
|--------------------------------|-----------------------|-----------------|
| | Monthly | Annual |
| Base Salary (Basic) | 22,917 | 2,75,004 |
| House Rent Allowance (HRA) | 11,459 | 1,37,508 |
| Special Allowance* | 9,657 | 1,15,884 |
| Annual Gross Salary | 44,033 | 5,28,396 |
| Provident Fund** | 1,800 | 21,600 |
| TOTAL | 45,833 | 5,50,000 |

* Special Allowance will be balancing amount after Employee declaration towards Flexi Benefit Plan

** Employee may choose to increase the employee and employer contribution to PF to 12% of basic each, keeping the total figure unchanged.

Flexi Benefit Plan Basket

Employee may choose from the following components, up to the limits mentioned, based on short term & long-term financial goals. Please refer to the Compensation & Benefits Policy for further details on this.

| FLEXI BENEFIT PLAN BASKET | | |
|----------------------------------|---|----------|
| <i>Figures below In Rupees</i> | | |
| Leave Travel Assistance | 8,333 | 1,00,000 |
| Meal Cards | 2,400 | 28,800 |
| National Pension Scheme | 10% of basic | |
| Children Education Allowance | Rs. 100 per child per month, up to 2 children | |
| Fuel, Maintenance Reimbursement | 10,000 | 1,20,000 |
| Driver Reimbursement | 10,000 | 1,20,000 |
| Telephone/Internet Reimbursement | 5,000 | 60,000 |
| Health Club Reimbursement | 5,000 | 60,000 |