



Ernst & Young LLP
Golf View Corporate Tower-B
Sector-42, Sector Road,
Gurgaon-122 002, Haryana, India

Tel : +91 124 443 4000

Mr Aves Khan
Noida.

1 Oct 2022

Your appointment as Consultant in AMI - Business Consulting Risk

Dear Aves,

We are pleased to confirm your appointment for the above position in Ernst & Young LLP (Firm) subject to the following terms and conditions.

1. Job Title

You shall be designated as 'Consultant in Band 5'.¹

2. Annual compensation

- a. Your annual compensation including benefits, allowances, and perquisites, if any, payable by the Firm is INR 10,00,000/- (Rupees Ten Lakh Only).
- b. Your eligibility to performance linked bonus is driven by firm's performance bonus policy. This component, if eligible, is in addition to your annual compensation.
- c. The performance bonus scheme is subject to revision at the discretion of the Firm's Management.
- d. Besides the above, you will be eligible for gratuity as per the Payment of Gratuity Act, 1972.
- e. Your compensation will be subject to income tax as per the provisions of the Income Tax Act, 1961.

3. Date of joining

As agreed, you shall join the services of the Firm on **1 Oct 2022**. Your date of joining for the purpose of gratuity and other employment benefits would be considered as **15 Nov 2021** i.e. the date of joining in your previous employer. You would also be entitled to avail of your unavailed employment benefits with your earlier employer.