



23rd May 2024

Mr. Arnob Das

Flat B305, Third floor, JS Carnation,
Kalkere Main Road,
Raghavendra Nagar, Kalkere, Rammurthy Nagar
Bengaluru, Karnataka – 560 016
E: Arnob_das21@hotmail.com, Mob # +91 94481 42750

Dear **Arnob**,

Pursuant to our discussions, we are pleased to offer you a position in **Vena Energy Infrastructure Services Pvt. Ltd.**, (hereinafter referred to as the “**Company**”). Your designation shall be **Senior Manager – Procurement** at Job Grade Level- **5**. You will report to **Head – Procurement** or as decided by the organization. The designation and the reporting structure may be changed by the Company at its discretion from time to time.

You will be stationed at the Company’s **Corporate Vena Office**, Bangalore or at any such other site/office/city specified in writing by the Company.

Your cost to the company would be **₹34,00,00/- (Rupees Thirty-Four Lakhs Only)** per annum and is subject to the compensation policy of the company. This is the fixed cost to the company. Variable pay, if any, would be subject to the compensation policy of the Company.

A detailed appointment letter governing the various other terms of your employment will be sent to you on your acceptance of this preliminary offer, successful onboarding, and completion of the background verification process. By signing a copy of this letter, you irrevocably agree that this letter (“**Offer Letter**”) shall be read and construed holistically along with the subsequent detailed appointment letter (“**Appointment Letter**”), however, in all/every future conflict, if any, between the two, the Appointment Letter shall prevail completely.

This offer is subject to:

- You are communicating acceptance by signing a copy of this Offer Letter immediately upon receiving along with your resignation acceptance email.
- All declarations and representations made by you in your interactions with Company’s officers being found to be true and accurate in our verification process.
- Company may pay recovery of shortfall of notice period payment, if any, upon submission of valid documents, subject to applicable tax. The amount is recoverable in full if you leave the organization before completion of **12 months** from your date of joining or disbursement of payment whichever is later.
- A Joining Bonus of **₹2,50,000/-** (Rs. Two Lakhs Fifty Thousand only) shall be paid at the time of joining. The entire amount shall be recovered if you leave before completion of **24 Months** from date of joining.
- Joining the company, on or before **19th August 2024**, or the discussed and agreed dates.

If the above terms and conditions of this Offer Letter are acceptable to you, please sign the acknowledgement below in the duplicate, signifying that you accept the terms without any reservations, and communicate the same to the undersigned.

For Vena Energy Infrastructure Services Pvt. Ltd.

DocuSigned by:

Reena Banerjee
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Reena Banerjee
Head- Human Resources, India

ACKNOWLEDGMENT

I, **Arnob Das**, have read and understood the above terms and conditions and accept the same.

DocuSigned by:

[Signature]
254EB7B2FFD842B...

Signature

28 May 2024

Date:

VENA ENERGY INFRASTRUCTURE SERVICES PRIVATE LIMITED
NO.3, 5TH FLOOR, EMBASSY ICON, INFANTRY ROAD,
BANGALORE 560001, KARNATAKA INDIA
Phone - +91 080 664 54000 Fax- 080 664 54 011
Email ID - in_legal-cosec@venaenergy.com

COMPANY REGISTRATION NUMBER
U74900KA2016FTC087175