

Personal & Confidential

20180612/PIC/640

12 Jun 2018

Mr. Ankit Kumar Verma
C/O Bijay Kumar Verma
S.K Mobile Center, Station Road,
Rupaidiha
Bhariach,
Allahabad
Uttar Pradesh 271881

Dear Ankit Kumar Verma,

We are pleased to appoint you on the following terms and conditions:

1. Designation : **Software Engineer I**
Level : **CG 40**
2. Compensation
Perquisites & Allowances : As Detailed in Annexure 'A'.
3. Your initial posting will be at : Philips India Ltd., Bangalore - Innovation Campus Bangalore India. You are requested to note that Philips India Ltd, reserves the right to transfer your services to any company which may be a subsidiary, group Company or associated Company of Philips India Ltd or a joint venture with another business entity in which Philips India could be a shareholder or partner. This transfer may involve many actions including but not limited to transfer of payroll, change in service conditions, employee benefits, salary structure, incentive plan, perquisites, etc. without prejudice to you and after keeping you informed in writing. You are request to note that once such a transfer is done, the terms and conditions of the new entity to which your services have been transferred will apply to you, from the date of the transfer. You would not be permitted to claim any benefit (financial or otherwise) of Philips India Ltd once such transfer is effective.
4. Your appointment will be effective from the date of joining which shall be as soon as possible but not later than **18 Jun 2018** failing which this appointment will stand automatically withdrawn.
5. Your appointment is subject to your being certified medically fit by a registered medical practitioner as per the schedule enclosed.
6. Your services shall be terminable by either party giving the other three month's notice. Company may, however, reduce this notice period at its discretion by accepting basic salary in lieu thereof.
7. You will be entitled to privilege leave in accordance with the Rules of the company for the time being in force.
8. The age for retirement from the Company's service is 60 years.
9. Your individual remuneration is purely a matter between yourself and the company and has been arrived on the basis of your specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.
10. You shall, during your service with us, devote your whole time and attention to the Company's business entrusted to you and you shall not engage yourself directly or indirectly in any business or service other than the Company's business or service.

Philips India Limited (formerly "Philips Electronics India Limited")

Philips Innovation Campus

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