

01st August, 2021

038

K S Rakshit

No. 54, Sumukha, 2nd Cross,
Doorvani Badavane, Vinobha Nagar,
Shivamogga, Bangalore-577204

Offer of Employment

Dear Rakshit,

We have pleasure in extending an offer of employment as **Member of Technical Staff – Security Engineer** with LambdaTest India Private Limited ("LambdaTest" or "We" or "Us"). We truly enjoyed meeting you and invite you to be a part of our winning team.

The terms of offer are as follows:

Date of Joining : 1st August, 2021

Probation Period : You will on probation for a period of 3 months from the date of your joining. Upon successful completion of this period and written confirmation in this regard, you may be made a permanent employee of the company. This probation period can be extended with mutual discussion. During or at the end of the probation period your services may be terminated by either party with or without any reason.

Compensation : Total cost to Company INR 1,000,000 as per details attached.

Benefits : 1. Gratuity as per the law
2. Provident fund contribution

Laptop : We will provide requisite laptop and accessories for your work. Upon completion of 3 years of continuous service with LambdaTest, we shall transfer the same laptop to you free of cost.

Background/Ref check : This offer is contingent upon successful initiation of your background verification and reference check before the agreed date of joining. This check is conducted to ensure the authenticity of the information provided by you. Failure to adhere to the timelines might result in delaying your joining or even cancelling your offer with LambdaTest. The check with your current employer will be done post your joining at LambdaTest. You acknowledge that in case of any discrepancy found in any of the checks, we reserve the rights to withdraw the offer or terminate your employment.

Notice period : 30 days

Please keep the terms of the above offer and the remuneration details confidential. We reserve our rights to withdraw the offer in case we learn about the breach of confidentiality on this count.

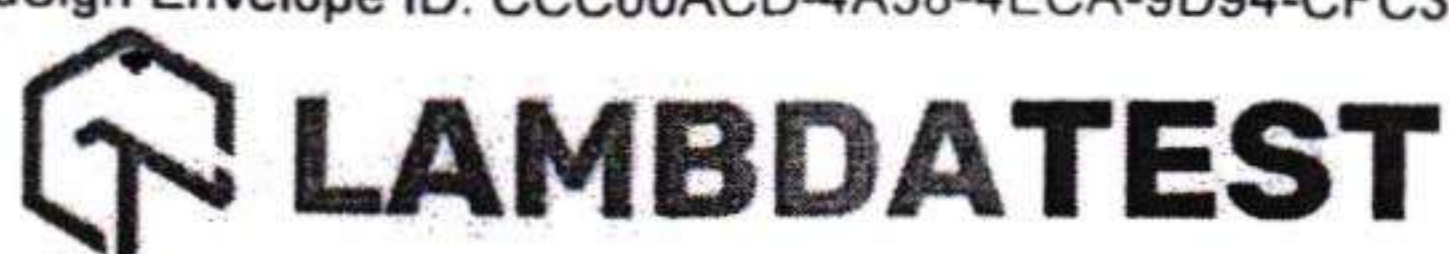
This offer letter is valid till 8th August, 2021. Please accept the offer and send back to us. We look forward to have you on board.

HR Authorized Signatory
LambdaTest India Private Limited

K S Rakshit
I accept the above offer

LambdaTest India Private Limited | www.lambdatest.com | CIN: U72900UP2019PTC144900
Registered and Corporate Office: Floor-7A, Tower-C, Noida One, Sector-62, Noida, UP 201309





Annexure A
to Offer of Employment dated 01st August, 2021

Salary Structure

Salary Heads	Annual	Monthly
Basic	Rs. 4,00,000	Rs. 33,333
HRA	Rs. 2,00,000	Rs. 16,667
Flexible Components*	Rs. 1,35,996	Rs. 11,333
Special Allowance	Rs. 2,14,528	Rs. 17,877
Employer's Contribution	Rs. 21,600	Rs. 1,800
Total Salary	Rs. 9,72,124	Rs. 81,010
Retirement and Medical Benefits	Rs. 27,876	Rs. 2,323
CTC	Rs. 10,00,000	Rs. 83,333

*As part of Flexible Components, the employees can opt for following expenses, which if not opted will be paid as taxable component along with Special Allowances.

Flexible Components Breakup

Car Running & Maintenance	Rs. 0	Rs. 0
Telephone & Internet Expenses	Rs. 12,000	Rs. 1,000
Uniform Allowance	Rs. 24,000	Rs. 2,000
Professional Development Allowance	Rs. 99,996	Rs. 8,333
Total Flexible Components	Rs. 1,35,996	Rs. 11,333
Gratuity	19,240	Rs. 1,603.32
Mediclaime & Accidental Insurance	8,636	Rs. 720.00

- 1 If the employee decides not to use any of benefit package, the Company will not reimburse the employee in cash or in kind in lieu of the benefit package.
- 2 For claiming the tax benefits of Professional Development Allowance the employees will have to submit the proof of expenses incurred on Study, Seminar, Professional course, Books, Online subscriptions etc.
- 3 Uniform Allowance is based on the declaration of the employee.
- 4 For claiming the tax benefits of payment under "Reimbursements" the employees will have to submit the proof of related expenses

Notes :

1. Above compensation is subject to deduction of appropriate taxes and other applicable statutory deductions.
2. The above compensation structure is subject to detailed rules and regulations of LambdaTest, as may be applicable from time to time.
3. Provident Fund and gratuity shall be paid as per the relevant laws.
4. Medical insurance and personal accident insurance premium are estimated and allocated cost per person.





APPLIED MATERIALS INDIA PRIVATE LIMITED

Unit 5, 3rd Floor, Explorer Building
International Tech Park, Whitefield Road
Bangalore 560 066
India
Ph. : 91-80-66283000, Fax : 91-80-41156070
Info_india@amat.com

May 21, 2021

Rakshit Kattige Sreenivasa
S/O K. R. Sreenivasa,
No. 54, Sumukha, 2nd cross
Dooravani Badavane, Vinobha Nagar
Shivamogga, Karnataka-577204, India

Dear Rakshit,

We are pleased to appoint you to the position of **IT Solutions Engineer** (External Designation corresponding to internal Career Level B1) with **Applied Materials India Private Limited** (Company). You will be reporting to **Subhash Upadhyaya Kalavar**. The terms and conditions of your employment with the company are set forth below. Your employment is contingent upon your employment background verification clearance and agreement to the terms and conditions set forth below, as evidenced by your signing the acknowledgement copy of this letter and returning it to us.

1. Place of Work:

Your initial place of work will be in **Bangalore, IND**. In the event of a work transfer, you may be transferred to any location of the company. You shall abide by the rules and regulations pertaining to the company at your work location. Further, you expressly agree that the company reserves the right to transfer your services, or any other capacity or location of the company's operations of any of its divisions or subsidiaries/group entities, its parent or the operations of its parent, which it may consider appropriate.

2. Compensation and Benefits:

2.1 Your cost to company (CTC) is **INR 852,839/- per annum (Rupees Eight Lakh Fifty Two Thousand Eight Hundred and Thirty Nine Only)**. A break up of your CTC is provided in **Annexure I**. The CTC includes the following components:

- Base Salary:** Includes basic salary, house rent allowance (HRA), leave travel allowance (LTA), lunch coupon and special allowance.
- Incentive Plan:** You will be eligible to participate in the Applied Materials incentive plan, as offered from time to time, at such time and such degree as this plan is made available to employees of Applied Materials. Your eligibility and rights under this plan will be governed solely under the terms of the plan and the applicable Applied Materials' policy in effect from time to time.
- Retirals:** As part of your employment with the company you will be eligible for certain retiral benefits which would include participation in the provident fund and gratuity program. Details are provided in **Annexure I**.

2.2 Over and above your CTC, you will also be eligible for the following additional programs to make your association with the company more rewarding and convenient.

a. Relocation:

- Relocation allowance of one month base salary, from a minimum of INR 50,000 to a maximum of INR. 200,000.
- One way airfare/train for self and dependent family members as defined in the employee domestic relocation policy.
- Household shipment by road from home location to the new location limited to one shipment.

DocuSigned by:

A872649AE86E4CE
Acknowledgement Agreement

Page 1 of 12

DocuSigned by:

FDFA1E4956842C...

Acceptance Signature

CIN No: U74140KA2003FTC032243





APPLIED MATERIALS INDIA PRIVATE LIMITED

Unit 5, 3rd Floor, Explorer Building
International Tech Park, Whitefield Road
Bangalore 560 066
India.
Ph. : 91-80-66283000, Fax : 91-80-41156070
Info_india@amat.com

- Transportation costs from home to airport or railway station in the home location and to place of stay at the new location upon arrival.
- Temporary accommodation in company designated apartment for 15 days from the hire date.
- Temporary transportation between office and place of stay in new location for 15 days from the hire date.
- Brokerage fees towards finding a rental accommodation up to a maximum of one month rent.
- Vehicle registration up to 1 vehicle if relocation does not include family and up to 2 vehicles if relocation includes family (original owner of vehicles should be in the name of the employee or his/her spouse).

Note:

- All the expenses above except relocation allowance will be reimbursed based on actuals.
- "Dependent family members" refer to members residing within same household as the employee, as per company Medical Insurance Policy.
- Employees who voluntarily terminate their employment or are involuntarily terminated due to disciplinary action within 12 months of start date are required to repay all relocation costs.

a. Vacation:

You will be entitled to 20 days of privilege leave per calendar year and the same will be credited at the end of every month on a pro-rata basis depending on the date of joining. In addition to the above, you also will be entitled to 13 days of casual-cum-sick leave in a completed calendar year. Such vacation will be taken by you at times that will be determined depending upon the requirements of the business activities of the company and depending upon the provisions of national law, unless the company and you shall otherwise specifically agree.

2.3 Benefits:

As an employee of the company you are eligible for certain employment benefits, details of which are provided in **Annexure II**. The company reserves the right to amend or discontinue the benefit plans as set out in this clause 2.3, in its sole discretion and without compensation to you for such amendment or discontinuance.

3. Confidential Information:

By way of illustration, without limitation, "confidential information" as used in this letter shall include trade secrets as well as proprietary data, such as: (a) technical information, including manufacturing techniques, concepts, processes, formulas, designs, source code, drawings, manuals, test results, specifications, and know-how; (b) commercial information, including marketing and business plans, sales strategies, forecasts, financial information, budgets, projections, production plans, product inventory and launch plans, and price lists; (c) personnel information, including organization charts and job assignments, salaries, skills, abilities, performance reviews and qualifications of other employees; and (d) customer and supplier information, including contact lists, organization charts, product requirements, and purchase histories.

DocuSigned by:

A872619AE86E4CE
AMINDIA Hire Employment Agreement

Page 2 of 12

DocuSigned by:

FDFA4E4956842G...
Acceptance Signature

CIN No. U74140KA2003FTC032243





APPLIED MATERIALS INDIA PRIVATE LIMITED

Unit 5, 3rd Floor, Explorer Building
International Tech Park, Whitefield Road
Bangalore 560 066
India

Ph. : 91-80-66283000, Fax : 91-80-41156070
Info_india@amat.com

During the course of your employment, you will learn and/or be privy to confidential information of the Company and/or its parent Applied Materials, Inc. or its successors, affiliates and subsidiaries. Preservation of the secrecy of such confidential information is of great value and importance to the Company and its customers. You therefore agree that both during your employment and at all times thereafter, you will not directly or indirectly use, disclose, reproduce or make copies of any such confidential information, whether such information is or was acquired by you before the commencement of employment with the Company, in the course of employment hereunder or otherwise, except with prior written approval from the Company and/or its customers, as the case may be. During the course of your employment, you may be requested to sign additional, specific confidentiality agreements for the benefits of the Company's customers and you agree to do so. You also may receive documents, files or other materials (including computer generated or stored matters) which contain confidential information. You agree to return all such document, files, materials, other property of the Company and its parent, and any and all copies thereof, before termination of your employment.

4. Non-Compete:

Your employment with the Company shall be on an exclusive and full-time basis. You shall not, at any point of time during the course of your employment, including any notice period in terms of clause 9.1 below, take up employment or enter into any arrangements with any person that competes with the Company or the business of the Company ("Competitor") or render or engage in any activity that competes with the Company. You shall not engage in any acts or deeds which could be detrimental to the interests of the Company, tarnish the reputation of the Company or cause the Company to be involved in any legal, ethical or other controversy or any other acts are deeds that are in breach of the Company's policies. Further, where the Company is of the opinion that you have handled confidential information that may be prejudicial to the Company if it falls into the hands of a Competitor, the Company may require you not to take up employment or enter into any arrangements with a Competitor, whether in India or elsewhere in the world for a period of 1 (one) year from the date of termination of your employment.

5. Non-Solicitation:

You shall not for a period of 1 (one) year from the date of termination of your employment, directly or indirectly solicit, interfere with or endeavor to entice away from the Company or any of its affiliates, any person who is/was/has a client, marketing agent, vendor, partner, consultant, customer, potential customer, prospective employee or employee of, or is/was/has been dealing with the Company or any of its affiliates. You acknowledge and confirm that the restrictions in clause 4 and this clause 5 are a material term of this letter and that the Company has agreed to employ you, *inter alia*, specifically on the basis of this undertaking and commitment by you.

6. Ownership of Intellectual Property:

You agree that all inventions, improvements, developments and/or discoveries (whether or not patentable), and all works of authorship (whether or not copyrightable)(hereinafter collectively "Intellectual Property"), which you create or make as part of your duties within the Company, whether solely or jointly with another or others, shall be the sole and exclusive property of the Company and/or its parent Applied Materials, Inc. or its affiliates and subsidiaries and/or its customer/s or their respective successors, assigns or nominees as determined by the Company ("Owner"). All intellectual property created by you shall be regarded as having been made under a contract of service. You further agree that you shall promptly and fully disclose all such intellectual property and shall execute, acknowledge and deliver, upon request of the Owner and without

DocuSigned by:
A872619AE88E4CE
AMINDIA Employment Agreement

Page 3 of 12

DocuSigned by:
FDFA1E4956842C...
Acceptance Signature

CIN No. U74140KA2003FTC032243



**APPLIED MATERIALS INDIA PRIVATE LIMITED**

Unit 5, 3rd Floor, Explorer Building
International Tech Park, Whitefield Road
Bangalore 560 066
India.
Ph. : 91-80-66283000, Fax 91-80-41156070
Info_india@amat.com

further compensation, either during or subsequent to your employment, all instruments which are desirable or necessary to prosecute an application for and to require, maintain and enforce all patents, copyrights or registrations covering such intellectual property in all countries. Moreover, in consideration of your employment with the Company, you hereby convey, assign and transfer your entire economic and moral right, title and interest in and to such intellectual property to the Company and otherwise agree to cooperate as necessary to perfect the Company's rights and ownership therein. You agree that such assignment shall be perpetual, worldwide and royalty free. If, despite the above, you are deemed under applicable law to retain any rights including without limitation any moral rights, you agree to waive all such rights. You further agree that, notwithstanding the provisions of section 19(4) of the Indian Copyright Act 1957, the assignment in terms of this clause 5 shall not lapse nor the rights transferred therein revert to you, even if the company does not exercise its rights under the assignment within a period of 1 (one) year from the date of such assignment. You acknowledge and agree that you will waive any right to and shall not raise any objection or claims before the copyright board with respect to the assignment, pursuant to section 19A of the Indian Copyright Act, 1957.

7. Retirement:

As per the current policy of the company, on attaining the age of 60 years, you shall retire from the services of the company. At the time an employee attains the age of 60, the company will retain the discretion to extend employment on a need basis for a maximum of 24 months at a time.

8. Absenteeism:

Absence from employment for a continuous period of 8 days or more than a period of 8 days without prior approval from the company will result in the loss of your liens and absentee period will be counted as break in service in the event your employment is continued.

9. Notice of Terminations:

Your services may be terminated at any time giving one month's notice or payment of last drawn salary in lieu thereof, in writing by either side. The company however at its discretion may waive off the notice, if you are desirous of leaving the services of the company earlier.

9.1 Notwithstanding anything to the contrary contained herein, the company may terminate your service at any time, with immediate effect by a notice in writing (without 1(one) months' notice or salary in lieu thereof as contemplated in clause 9.1 above), for cause. For purposes of this letter, "cause" is defined as misconduct, including but not limited to the following conduct by you: (a) fraudulent, dishonest or undisciplined conduct, or breach of integrity; (b) misappropriation or misuse of company property; (c) insubordination or failure to comply with the directions given by persons so authorized' (d) conviction for any offence involving moral turpitude; (e) breach of any terms of this letter or of any company policy or attendance; (g) persistent unsatisfactory work performance, or neglect of duties; or (h) other conduct by you which is regarded by company as prejudicial to its own interests.

9.2 The company reserves the right to require you to not attend work and/or not to undertake all or any of employment during any period of notice (whether given by you or the company), provided that the company shall, in the circumstances contemplated in clause 9.1 herein, continue to pay you your salary and applicable benefits for the duration of the notice. You agree that your obligations of confidentiality, good faith, loyalty and fidelity shall remain in force during the term of your employment notwithstanding any such period of granted leave or notice period.

DocuSigned by:

A872619AE86E4CE
AMINDIA/HR/Employee Agreement

Page 4 of 12

DocuSigned by:

FDFA1E4956842C...

Acceptance Signature

CIN No: U74140KA2003FTC032243





APPLIED MATERIALS INDIA PRIVATE LIMITED

Unit 5, 3rd Floor, Explorer Building
International Tech Park, Whitefield Road
Bangalore 560 066
India
Ph : 91-80-66283000, Fax : 91-80-41156070
Info_india@amat.com

9.3 On termination of your services, provided you return all Company property, you shall obtain a no objection and no due certificates from all the departments within the Company. Until then dues, if any, to you shall be withheld. Properties include all monies and advances from the Company, outstanding payment collection including notice period buy-out, if applicable, the return of all company store and other materials, laptop, mobile devices, I.D. cards, company stationery, catalogues, manuals, literature etc. and movable and immovable properties such as motor vehicles and residential premises belonging to the company.

10. Termination by Lapse of Time:

This letter shall have no effect and shall not be valid and binding, if the same is not executed and delivered to the company within five working days from the date of issue by the company, to you.

11. Conflicts of Interest:

You may not engage in outside business activities, consulting services, or outside employment that: (a) competes with or may have the appearance of competing with the interests of the company; (b) involves an entity that buys from or sells to the company; (c) utilizes the company's staff equipment, physical plants and/or confidential information; (d) demands your time and energy to the extent that it could adversely affect performance at the company, such as being too tired to perform effectively, claiming sick pay for time in any way relating to a second job, or being unable to work overtime as necessary. If you wish to engage in commercial activity or accept employment in addition to working at the company, you must obtain written approval from the Law Department of the company to participate in such activity. A copy of your disclosure and the Law Department's decision will become part of your personal life.

You may not invest in an Applied Conflicted Entity (except for publicly owned companies, in which you may own up to 2% of outstanding shares unless Applied's Chief Executive Officer and Chief Legal Officer approves a larger amount, or in the case of a privately-owned company that is an Applied customer or supplier but not an Applied competitor, in which case you may own up to 5% of the outstanding shares if such financial interest does not compromise, or appear to compromise, my judgment, objectivity or loyalty to Applied and is separately approved by Global Ethics & Compliance within Applied's Law Department). For the purpose of this paragraph, the term "Applied Conflicted Entity" means an entity that buys from, sells to, or competes with or intends to compete with Applied.

12. Accurate Information:

This offer of employment is issued to you with the understanding that all information furnished by you in your application is correct and true. If your employment background verification report identifies any discrepancy(ies) and/or the information given by you while seeking employment with the company is not found to be correct and/or true and/or if it is found that you have knowingly suppressed any information, the company will have the right, either to withdraw this letter of employment before you join service or any time thereafter, without any notice and/or payment of any compensation lieu of notice to you.

DocuSigned by:

Amin D. H. R. Employment Agreement

Page 5 of 12

DocuSigned by:

FDFEA1E4956842C...
Acceptance Signature

CIN No: U74140KA2003FTC032243





APPLIED MATERIALS INDIA PRIVATE LIMITED

Unit 5, 3rd Floor, Explorer Building
International Tech Park, Whitefield Road
Bangalore 560 066
India.
Ph. : 91-80-66283000, Fax : 91-80-41156070
Info_india@amat.com

13. Remedies:

- 13.1 Without limiting the remedies available to the company, you acknowledge that a breach of any of the covenants in this letter including specifically clauses 3, 4 and 5 may result in material irreparable injury to the company and/or its associate companies for which there is no adequate remedy at law, and that it will not be possible to measure damages for such injuries precisely. You agree that if there is a breach or threatened breach, the company or any of its associate companies shall, without prejudice to its other rights under this letter or at law or equity, be entitled to apply for injunctive or other equitable relief against you.
- 13.2 All remedies provided by this letter are cumulative and not alternative. The recourse by the company to one remedy shall not preclude it from seeking another remedy available to it under this letter or under applicable laws.

14. Dispute Resolution and Governing Law:

- 14.1 If any dispute arises amongst parties hereto during the substance of your employment or thereafter, in connection with the validity, interpretation, implementation or alleged breach of any provision of this letter or regarding a question, including the questions as to whether the terminations of this letter has been legitimate, the parties shall endeavor to settle such dispute amicably.
- 14.2 In the case of failure by the parties to resolve the dispute in the manner set out above within 30 (thirty) days from the date when the dispute arose (or such long period as the party may agree to in writing), the dispute shall be referred to a sole arbitrator, appointed by the company. The arbitration shall be held in Bangalore under the Arbitration and Conciliation act, 1996 as amended from time to time. The proceedings of the arbitration shall be conducted in the English language.
- 14.3 The arbitrator's award shall be substantiated in writing and the parties shall submit to the arbitrator's award which shall be enforceable in any competent court of law.
- 14.4 The provisions of the letter shall be governed, and construed in accordance with the laws of India. Subject to and without prejudice to clause 13.2 above, each parties agrees that the courts at Bangalore shall have the exclusive supervisory jurisdiction to provide equitable relief or to enforce any award.

15. General:

Please note that individual salary is a confidential matter and not to be discussed with any other employee. You are required to keep the company informed of any change in your residential address.

16. Non-Violation of Agreements with Prior Employers or Other Entities:

You agree that in performing your job duties and the terms of this letter with the company, you will not breach any invention assignment, non-disclosure or non-competition agreement or similar agreement with any former employer or other entity. You further represent that execution of this letter, your employment with the company, and your performance and your proposed duties to the company in the development of its business will not violate any obligations you may have to your former employer or other entity. If you have signed a non-compete agreement with a prior employer, you have provided a copy of that agreement to the company's human resources department. You further agree that you will not use or disclose any confidential information belonging to any of your former employer(s) or other entity during your employment with the company.

DocuSigned by:

AMIND HR Employment Agreement

Page 6 of 12

DocuSigned by:

FDFA1E4956842C...

Acceptance Signature

CIN No: U74140KA2003FTC032243



**APPLIED MATERIALS INDIA PRIVATE LIMITED**

Unit 5, 3rd Floor, Explorer Building
International Tech Park, Whitefield Road
Bangalore 560 066
India
Ph. : 91-80-66283000, Fax : 91-80-41156070
Info_india@amat.com

17. Obligation to Notify New Employer:

To enable the company to evaluate and ensure your compliance with the obligation imposed by this letter, you agree to notify the company in writing, upon the resignation of your services with the company for any reason, the identity of your new employer, as well as your new position title and responsibilities. At the sole discretion of the company, the company may initiate appropriate action, including but not limited to, the following:

17.1 Ending your employment immediately subject to providing you payment in lieu of notice, if required by this letter or by law.

17.2 Completing an exit process including conducting exit interview/s, as applicable and per the existing processes and practices. You hereby undertake to sign on any additional and/or specific confidentiality terms or obligations, as needed, depending on the circumstances of your departure. Further you agree to continue to inform the company in writing anytime you accept or change employment for any reason during the twelve (12) months following termination of your employment with the company.

18. Entire Agreement:

These letters along with the annexures attach here to and the other incorporated documents constitute the entire agreement regarding your new assignment. It is entered into without reliance on any promises or representations other than those included in this letter it's superseded any such prior promises or representations.

19. Consent for Collection of Sensitive Personal Information:

In terms of the "Privacy Policy" of the company you are requested to sign the attached consent notification form (**Annexure III**) to consent to collection of sensitive personal information by the company. For details of handling of such sensitive personal information collected by the company, please refer to "Privacy Policy".

20. Miscellaneous:

20.1 Each covenant contained in this letter shall be construed as a separate covenant and if one or more of the covenants is held to be against public interest or unlawful or in any way in unreasonable restraint of trade, the remaining covenants shall continue to bind you.

20.2 If any covenant contained in this letter would be determined as void but would be valid if the period of application were reduced or if some part of the covenant were modified, the covenant in question shall apply with such modification as may be necessary to make it valid and effective.

20.3 You shall be bound by all the general terms and conditions applicable to employees of the company under the applicable law and company's policies. Any clarification on the terms and condition set forth in this employment letter shall be governed by the latest company HR Policy Manual which shall be deemed to be incorporated into this letter by reference.

20.4 You agree that the provisions of this letter are reasonable in view of the nature of the company's business and the high degree of the sensitivity of your employment with the company given the nature of the duties and responsibilities and the information and other details that you will have access to while in the employment in the company. You also agree that your employment by the company and salary and benefits under this letter are sufficient consideration for the covenants and other obligations contained in this letter.

20.5 The provisions of the clauses 3, 4, 5, 13 and 18 shall survive the expiry or termination of this letter.

DocuSigned by:

A872619AE86E4CE
AMINDIA Employment Agreement

Page 7 of 12

DocuSigned by:

FDFA1E4956842G...

Acceptance Signature

CIN No: U74140KA2003FTC032243





APPLIED MATERIALS INDIA PRIVATE LIMITED

Unit 5, 3rd Floor, Explorer Building
International Tech Park, Whitefield Road
Bangalore 560 066
India
Ph. : 91-80-66283000, Fax : 91-80-41156070
Info_india@amat.com

- 20.6 You further acknowledge that the services to be rendered under this letter are unique and personal. Accordingly, you shall not be entitled to assign any of your rights or obligations under this letter. However the company is entitled to assign its rights and obligations wherein in whole or part to any of its parent, subsidiary or affiliated entities and upon such assignment all your obligations under this letter shall be binding upon such assignee entity. Where any reorganization of the company results in formation of a new merged or amalgamated entity, the rights and obligation under this letter shall ensure to the benefit of the new merged or amalgamated entity.
- 20.7 In the event of any action alleging the breach of this letter, the prevailing party shall be entitled to recover from the breaching party, not only the amount of any judgment, but also cost and expenses, including courts costs and reasonable attorney fees incurred in connection with the action.

Sincerely,

DocuSigned by:


A372619AE86E4CF...
Abhay Singh
Senior Director – Human Resources
Applied Materials India Private Limited

DECLARATION

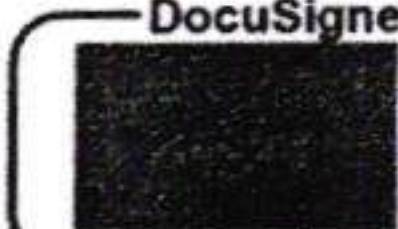
I am pleased to accept your offer of employment as per the terms outlined above and will be in a position to take up employment on: 19/07/2021 << Expected Start Date>>

Candidate Name: Rakshit Kattige Sreenivasa

DocuSigned by:


FDFA1E4956842C...
(Signature & Date)

DocuSigned by:


FDFA1E4956842C...

Acceptance Signature



APPLIED MATERIALS INDIA PRIVATE LIMITED

Unit 5, 3rd Floor, Explorer Building
International Tech Park, Whitefield Road
Bangalore 560 066
India
Ph. : 91-80-66283000, Fax : 91-80-41156070
Info_india@amat.com

Annexure I: Cost To Company (CTC) - Break Down

COST TO COMPANY		852,839
Break up of Cost to Company (CTC) in INR		
	Annual	Monthly
BASE SALARY	715,196	59,600
Basic Salary	393,358	32,780
House Rent Allowance	157,343	13,112
Leave Travel Allowance	32,756	2,730
Lunch Coupons	24,000	2,000
Special Allowance	107,739	8,978
RETIRALS	66,124	5,510
PF Employer Contribution	47,203	3,934
Contribution to Gratuity	18,921	1,577
INCENTIVES		
Discretionary Bonus Incentive Plan (@ 10% of base)per annum**	71,520	-----

** Following conditions apply:

- Discretionary Bonus Incentive (DBI) is paid out on the basis of Individual Performance & Performance of the Organization. The DBI mentioned as part of the CTC is a target incentive amount and can vary depending on personal performance, annual performance of the organization and program guidelines.
- DBI amount if applicable is paid out once in a year and is subject to applicable tax.
- DBI shall be paid at the absolute discretion of Applied, and shall not justify any legal claim on your part or your legal representatives, even if such payment was made repeatedly and without any explicit reservation as to its voluntary nature
- Applied reserves the right to withhold the Incentives Program or withdraw any such payment at any time.
- This salary offer has factored in the increase you would have received at the next Focal process. Following this fiscal year, your salary will be reviewed annually through Applied's Focal process and may be adjusted based on your pay positioning against the salary structure for your Level and Job Family.

DocuSigned by:

4

AMIND/HR/ Employment Agreement

Page 9 of 12

DocuSigned by:

[Redacted Signature]

FDFA1E4956842C...

Acceptance Signature

CIN No: U74140KA2003FTC032243





APPLIED MATERIALS INDIA PRIVATE LIMITED

Unit 5, 3rd Floor, Explorer Building
International Tech Park, Whitefield Road
Bangalore 560 066
India.
Ph. : 91-80-66283000, Fax : 91-80-41156070
Info_india@amat.com

Annexure II: Benefits

Benefit	Per Annum Per Employee Coverage
Hospitalization cover for self and dependent family (Group Family Floater for self, spouse, children and dependent parents) with cashless hospitalization facility	Employee Policy: INR 500,000 (100% premium paid by company)
	Voluntary Parent Policy: INR 500,000 (75% premium paid by company & 25% premium paid by employee)
	Employee Top up Policy: INR 200,000 or INR 300,000 (100% premium borne by employee)
Personal Accident and Disability Cover for self only	INR 1,500,000
Group Life Insurance Term Cover for self only	2 times base salary or INR 2,500,000 whichever is higher
Health Club Facility at any recognized health/sports center.	INR 12,000
Transportation (Commuting Passes/Parking Passes or Shift Cabs)	Maximum limit for commuting pass will be as per the prevailing rates of the most economic mode of public transport available in the city.
Employees have the option to choose between basic health screening or comprehensive/cancer screening packages with a corporate health partner. Additional tests are available at corporate discounted rates.	
Leaves	- Holidays: 11 days National/Festival holidays - Privilege Leave: 20 days - SL/CL: 13 days. - Medical Exigency Leave: 30 days - Paternity Leave: 10 days - Maternity Leave: As per Law - Bereavement Leave: 5 days
Retirals (also included in your Cost to Company Salary Breakup)	
Provident Fund	As per statute, i.e. 12% of basic salary
Gratuity (Payable on exit after a minimum of 2 years' service with Applied Materials India based on last drawn basic salary)	As per statute, i.e. 4.81% of basic salary
Tuition Assistance Program	
A development allowance for further education, professional or technical certification.	All RFT employees will be eligible for a maximum INR 200,000 for every year of employment per the AMAT fiscal year.
ESPP (Employee Stock Purchase Plan)	
All employees as per this plan can participate in the purchase of AMAT stock at a minimum 15% discount; employees can purchase stock up to a max of 25% of their base salary, subject to a maximum per purchase period and additional terms of the plan. For more details please refer to the HR Web site	

- Please note that the benefits package can be modified, changed or withdrawn without any notice or explanation, at the sole discretion of Applied Materials India Management. All benefits are against actual expenditures and cannot be en-cashed.
- Please refer to AMIND HR Policy Manual for additional details regarding benefits.
- The controlling terms and conditions of the ESPP (and other benefit plans or programs) are found in the respective plan or program documents.

DocuSigned by:

AMIND HR Employment Agreement

Page 10 of 12

DocuSigned by:

FDFA1E4956842C...

Acceptance Signature

CIN No: U74140KA2003FTC032243





APPLIED MATERIALS INDIA PRIVATE LIMITED

Unit 5, 3rd Floor, Explorer Building
International Tech Park, Whitefield Road
Bangalore 560 066
India
Ph. : 91-80-66283000, Fax : 91-80-41156070
Info_india@amat.com

Stock Plan

A recommendation will be made that you be granted a stock award for the number of shares of Applied Materials Common Stock equivalent to **USD 3000/-** on the date of grant. It is expected that this recommended stock award will be scheduled to vest over a four-year period, subject to your continued employment on each scheduled vesting date. The shares underlying the stock award will be issued to you as they vest. The number of shares delivered to you will be reduced as necessary to satisfy any applicable tax withholding. If approved, the stock award will be granted under, and subject to the terms and conditions of Applied Materials' Inc.'s stock plan and applicable stock award agreement. Further, a stock award grant to you does not constitute a contract of employment and does not obligate the company to retain you in its employ for any period of time.

DocuSigned by:

FDFA1E4956842C...
Candidate Signature

Date: 04-06-2021

DocuSigned by:

A372619AF86E4CF
Abhay Singh
Senior Director - Human Resources
Date: 21-05-2021

DocuSigned by:

FDFA1E4956842C...
Acceptance Signature



APPLIED MATERIALS INDIA PRIVATE LIMITED

Unit 5, 3rd Floor, Explorer Building
International Tech Park, Whitefield Road
Bangalore 560 066
India.

Ph. : 91-80-66283000, Fax 91-80-41156070
Info_india@amat.com

Annexure III: Consent for Collection of Sensitive Personal Information

You hereby consent to the collection, processing, disclosure and transfer of your Personal Information (as defined in the Privacy Policy), including Sensitive Personal Information (as defined in the Privacy Policy), by the Company in accordance with the Privacy Policy of the Company, and specifically agree:

- that you are aware of and consent to the collection of Personal Information, including Sensitive Personal Information, about you by the Company;
- that the Company is collecting your information for lawful purposes as stated in the Privacy Policy and that collection is necessary for those purposes;
- that the Company may disclose or transfer your Personal Information, including Sensitive Personal Information, as indicated in the Privacy Policy and that you consent to such disclosure or transfer;
- that the Company will retain information collected about you for no longer than required for the lawful purpose for which it will be used or as required by law;
- that the Company will use information collected about you only for the stated purpose for which it has been collected;
- that you may review information provided by you and may correct or amend inaccurate or deficient information;
- that you have the option not to provide the information sought by the Company and that you may withdraw your consent; and
- that you may contact AMIND's Data Privacy Officer, currently Pavan Kumar Hogade (Pavan_Kumar_Hogade@amat.com), if you have any questions or grievances related to collection, processing, disclosure or transfer of Personal Information about you.

DECLARATION

I hereby consent to the collection, processing, disclosure and transfer of my personal information for the above mentioned purposes.

Candidate Name
Rakshit Kattige Sreenivasa

DocuSigned by:

FDFA1E4956842C...
(Signature & Date)

DocuSigned by:

A872619AE86EACF...
AMIND's Data Privacy Officer Agreement

Page 12 of 12

DocuSigned by:

FDFA1E4956842C...
Acceptance Signature

CIN No: U74140KA2003FTC032243

