

June 30, 2022

LETTER OF APPOINTMENT – REMOTE EMPLOYMENT

Ms. Aswathi Saravanaraj
8/248,
Pillaiyar Kovil Thottam,
Siviyarpalayam,
Sathy-Erode - – 638401

Dear Ms. Aswathi Saravanaraj,

Molecular Connections Research Private Limited (the “**Company**”), along with its subsidiaries and group companies, is pleased to offer you employment on the following terms and conditions:

1. COMMENCEMENT OF EMPLOYMENT

- 1.1 You will be employed by the Company on remote working basis (REMOTE EMPLOYEE) in the position of **Patent Analyst - Trainee** subject to the terms and conditions set forth in this Appointment Letter (“**Letter**”). Your employment with the Company shall commence from **July 04, 2022** and be valid until terminated in accordance with the terms set forth in this Letter (the “**Employment Period**”).
- 1.2 Your appointment as a REMOTE EMPLOYEE of the Company is subject to satisfactory verification of your certificates and testimonials. In the event that such verification reveals any discrepancy in the statement(s) made in your application to the Company, your services are liable to be terminated forthwith without any notice or compensation. Your employment in the Company is also contingent upon your ability to work for the Company without any restriction/s, i.e., you are not bound by any non-compete obligations or any other restrictive clauses with any of your previous employers.
- 1.3 For joining purposes, you shall report to HR Manager of the Company.

- 1.4 You shall, during the Employment Period, be diligent and loyal and devote your professional skills, time, energies and best efforts to the performance of your duties and responsibilities in the Company.
- 1.5 During the Employment Period, you shall not engage in any other employment, consulting or other business activity (whether full-time or part-time or paid or unpaid) By signing this Letter, you expressly undertake that you have no contractual commitments or other legal obligations that would prevent you from performing your duties towards the Company, in any manner whatsoever. Any charitable work needs prior permission of the company
- 1.6 You will initially be on probation for a period of six (6) months from the actual date of joining. The probation period may be reduced or extended by the Company at its sole discretion depending upon your performance without providing any reasons. You will be on probation until your successful completion of the probationary period is confirmed in writing.
- 1.7 **MINIMUM SERVICE PERIOD** – You are required to serve the company for a minimum period of **12 months** including your probation period. Please note that if you decide to leave the Organization before completing the minimum service period, the Company would be entitled to recover the training expenses of **INR 25000/- (Rupees Twenty Five Thousand Only)** including notice pay from you as discussed and mutually agreed at the time of your selection.
- 1.8 Retirement age is 60 (sixty) years. This can be modified based on the company's discretion, subject to legal protection available to the employee.
- 1.9 During your employment if you remain absent for a continuous period of eight (8) days without leave or without obtaining the reporting manager's approval in writing, your employment will be deemed to have been voluntarily terminated by you without notice or salary in lieu thereof.

2. **SALARY, BONUSES, ETC.**

- 2.1 You will be remunerated for your services as detailed in **Annexure - 1** appended to this Letter in accordance with Company's customary payroll procedures. The remuneration shall be reviewed from time to time at the discretion of the Company.
- 2.2 The compensation package will be subject to the usual deductions for tax as required under applicable laws.
- 2.3 The compensation package will be subject to adjustment pursuant to the Company's employee compensation policies in effect from time to time, as may be relevant under applicable law.

- 2.4 The compensation package set forth in Section 2.1 includes compensation for all services rendered under this Letter.

- 2.5 As a regular employee of the Company, you will be eligible to participate in regular health insurance and other employee benefit plans in accordance with the policies established and maintained by the Company from time to time.

3. DUTIES AND OTHER ACTIVITIES

- 3.1 You shall, in all respects, carry out and use your best endeavors in carrying out the objectives of the Company and protect its interest in all things to the best of your ability and judgment and devote all your time and attention to the business of the Company.
- 3.2 You are not allowed to undertake other work or business-related activities, except with the prior written consent of the Company, irrespective of whether you receive financial compensation for these activities.

4. PLACE OF WORK: You will be engaged as a remote employee of Molecular Connections Research Pvt Ltd (working from home). The terms and conditions of the remote working contract are as given below:

- 4.1 **Non-competition and Non-solicitation and Prohibited Third Party Contacts.** During the term of this Agreement (including any Renewal Term), you will work exclusively for Molecular Connections Research Pvt Ltd and shall not associate with any other Company either directly or indirectly. You shall also not engage in any other business activities with companies, institutes, organizations or any other form of entities which directly or indirectly compete with MOLECULAR CONNECTIONS RESEARCH PVT LTD. During and for three (3) years after the date of termination of this Agreement, you shall not engage in any business activities that conflicts this clause. Also, during and for three (3) years after the date of termination of this Agreement, you shall not entice away or cause to entice away directly or indirectly, any person/entity including an employee, remote employee, customer, vendor, who is in the habit of dealing with the company.
- 4.2 The Company may also require you to complete certain duties or assign your services to any associate company, branch office, subsidiary or other companies, concerns, organizations, or firms with whom the Company may make any such arrangement or enter into an agreement. You may also be required to work at any client premises based in India or overseas, as deemed fit by the Company.
- 4.3 **Termination of Remote Agreement.** At any point of time, Molecular Connections Research Pvt Ltd in its sole discretion and upon reasonable notice can cancel this remote working Agreement and ask the remote working employee to revert to the regular working employee environment and report at its office.
- 4.4 **Destruction of Data Upon Termination.** Upon termination of the employment, remote employee shall (at the option of MOLECULAR CONNECTIONS RESEARCH PVT LTD) erase or otherwise destroy all MOLECULAR CONNECTIONS RESEARCH PVT LTD related data and provide MOLECULAR CONNECTIONS RESEARCH PVT LTD with written notice of compliance within a Three (3) week period after termination of employment.

After notice of compliance is received by MOLECULAR CONNECTIONS RESEARCH PVT LTD, MC in its sole discretion but no later than six (6) weeks after receipt of such notice, MOLECULAR CONNECTIONS RESEARCH PVT LTD will verify the destruction of data by visiting the location of remote working employee. After any termination, Remote employee also shall return all the company's equipment, tools and supplies (hardware, devices, software, applications, logins and passwords, access to servers etc.) back to the MOLECULAR CONNECTIONS in good and proper condition. No relieving letter shall be issued to the remote employee unless requirements of the appointment letter and this Agreement are fulfilled by the remote employee. In addition, MOLECULAR CONNECTIONS may take other legal actions to recover the company property from the Remote employee. Termination of Remote Agreement. At any point of time, Molecular Connections Research Pvt Ltd in its sole discretion and upon reasonable notice can cancel this remote working Agreement and ask the remote working employee to revert to the regular working employee environment and report at its office.

5. SERVICES.

Research Analysis. Under this Agreement, MOLECULAR CONNECTIONS RESEARCH PVT LTD is responsible for providing, on a continuous basis, to the REMOTE EMPLOYEE scientific literature (Patents, Research articles, etc.) in electronic format (collectively, "Input Materials"), and REMOTE EMPLOYEE is responsible for analyzing such Input Materials and developing scientific content that meets the acceptable standards specified for submission to the clients of MOLECULAR CONNECTIONS RESEARCH PVT LTD. REMOTE EMPLOYEE shall follow the specifications detailed in **Annexure - 2** for this purpose. The Remote employee shall maintain all the documents and treat the database login as highly confidential and must not disclose or discuss with anyone other than Company representative supervising the work. REMOTE EMPLOYEE shall not maintain any data or copy of the processed data ("Deliverables") sent to MOLECULAR CONNECTIONS RESEARCH PVT LTD and shall destroy such data soon after receiving confirmation from MOLECULAR CONNECTIONS RESEARCH PVT LTD that such Deliverables were received. In addition, REMOTE EMPLOYEE shall destroy all Input Materials, Deliverables, associated data, and printed records immediately after processing the deliverables, unless MOLECULAR CONNECTIONS RESEARCH PVT LTD requests in writing or email that REMOTE EMPLOYEE maintain such data/materials. REMOTE EMPLOYEE shall provide MOLECULAR CONNECTIONS RESEARCH PVT LTD with written notice of compliance within a week period after destruction. Under no circumstances shall REMOTE EMPLOYEE merge or otherwise incorporate the Input Materials or the Deliverables with any other database that REMOTE EMPLOYEE owns, builds, or operates for itself or any third party. Violation of this clause shall be considered a substantial breach of this Agreement.

6. QUALITY ASSURANCE

Increasing competition, as well as marketplace and technology changes, have led to the need for MOLECULAR CONNECTIONS RESEARCH PVT LTD to focus on and improve the value-added aspects of its products and services, which include high quality and currency. Given that MOLECULAR CONNECTIONS RESEARCH PVT LTD relies on REMOTE EMPLOYEE to provide input that meets these quality standards, MOLECULAR CONNECTIONS RESEARCH PVT LTD acknowledges its responsibility to communicate the standards to REMOTE

EMPLOYEE and to provide feedback on REMOTE EMPLOYEE' performance in this area. Because the quality standards evolve as the needs of the marketplace dictate, both parties acknowledge that MOLECULAR CONNECTIONS RESEARCH PVT LTD editorial policies and standards for processing data may change over time. MOLECULAR CONNECTIONS RESEARCH PVT LTD will use all reasonable efforts to provide communication and support to REMOTE EMPLOYEE in achieving the goals of high quality and currency. REMOTE EMPLOYEE will use all reasonable efforts to conform to the MOLECULAR CONNECTIONS RESEARCH PVT LTD editorial policies and standards, as communicated by MOLECULAR CONNECTIONS RESEARCH PVT LTD, in order to achieve these goals. REMOTE EMPLOYEE must notify MOLECULAR CONNECTIONS RESEARCH PVT LTD of any process changes to the operation that could potentially impact the quality of Deliverables provided to MOLECULAR CONNECTIONS RESEARCH PVT LTD.

MOLECULAR CONNECTIONS RESEARCH PVT LTD reserves the right to conduct audits of the Deliverables provided to MOLECULAR CONNECTIONS RESEARCH PVT LTD. Should MOLECULAR CONNECTIONS RESEARCH PVT LTD determine, in its own judgment, that the audited Deliverables fail to meet MOLECULAR CONNECTIONS RESEARCH PVT LTD quality standards, MOLECULAR CONNECTIONS RESEARCH PVT LTD shall have the right to treat REMOTE EMPLOYEE' delivery of defective

Repeated instances of partial breach for such cause, as well as other failures to address problems with quality in a timely way, may be treated by MOLECULAR CONNECTIONS RESEARCH PVT LTD as a substantial breach of the Agreement and be one of the grounds for termination. Instances of partial breach/deficient quality may also affect the willingness of MOLECULAR CONNECTIONS RESEARCH PVT LTD to renew this and/or other Agreements with REMOTE EMPLOYEE, as well as enter into any new agreements.

7. Remote Employee Location and NDA

To fulfill its obligations under this Agreement, REMOTE EMPLOYEE will sign a non-disclosure agreement with MOLECULAR CONNECTIONS RESEARCH PVT LTD, a template of which is incorporated herein as **Annexure - 3**. REMOTE EMPLOYEE shall be solely responsible for ensuring that it complies with the terms and conditions contained in this Agreement. REMOTE EMPLOYEE shall be liable for any damages to MOLECULAR CONNECTIONS RESEARCH PVT LTD resulting from the failure to comply with the terms and conditions contained in this Agreement. Remote Employee shall inform Molecular Connections Research Pvt Ltd the specific address of the Remote Employee location, provide access to the same for any audits under this agreement and also inform Molecular Connections Research Pvt Ltd, the details of any personal devices to be used for Molecular Connections Research Pvt Ltd work, make such personal device (laptop, computer etc.) available to Molecular Connections Research Pvt Ltd team for any technical support or audits under this Agreement, to the extent such personal devices are used to perform work for Molecular Connections Research Pvt Ltd.

8. DATA AND INTELLECTUAL PROPERTY

- A. Data.** All data and materials (including MOLECULAR CONNECTIONS RESEARCH PVT LTD manuals, indexing guidelines, and other documentation) supplied by MOLECULAR CONNECTIONS RESEARCH PVT LTD shall be and remain the exclusive property of MOLECULAR CONNECTIONS RESEARCH PVT LTD. Furthermore, all data processed by remote employees for MOLECULAR CONNECTIONS RESEARCH PVT LTD shall be and remain the exclusive property of MOLECULAR CONNECTIONS RESEARCH PVT LTD.
- B.** Under no circumstances shall remote employee merge or otherwise incorporate the Input Materials or the Deliverables with any other database that remote employee owns, builds, or operates for itself or any third party. Violation of this clause shall be considered a substantial breach of this Agreement.
- C. Intellectual Property.** "Work Product(s)" means any concept, innovation, discovery, invention, development, process, plan, design, formulation, specification, program, Deliverable, or other matter or work first conceived, made, developed, discovered, or acquired by remote employee (either alone or jointly with others) during the term of this Agreement and as a result of performing services within this Agreement. Remote employee agrees to promptly disclose to MOLECULAR CONNECTIONS RESEARCH PVT LTD any and all Work Product(s) created, conceived, invented, developed, or otherwise produced by remote employee in carrying out services under this Agreement. Any such Work Product(s) relating to the actual or anticipated activities or businesses of MOLECULAR CONNECTIONS RESEARCH PVT LTD will belong exclusively to MOLECULAR CONNECTIONS RESEARCH PVT LTD. Upon such creation, conception, or invention, and without the need for further consideration, Remote employee assigns and transfers to MOLECULAR CONNECTIONS RESEARCH PVT LTD all of his/her rights to, and title and interest in, any copyright, patent or trademark that Remote employee has or might have in relation to such Work Product(s). Insofar as the assignment of future rights (including rights to derivative works) is permitted by law, Remote employee also assigns and transfers to MOLECULAR CONNECTIONS RESEARCH PVT LTD, without the need for further consideration, all of its future rights in relation to such Work Product(s). MOLECULAR CONNECTIONS RESEARCH PVT LTD shall have the right to file for copyright, patent, trademark, or other intellectual property rights, at its own expense, on all Work Product(s). REMOTE EMPLOYEE agrees to cooperate with MOLECULAR CONNECTIONS RESEARCH PVT LTD and to execute all proper documents, at the expense of MOLECULAR CONNECTIONS RESEARCH PVT LTD, to enable MOLECULAR CONNECTIONS RESEARCH PVT LTD to obtain such intellectual property rights in the India, United States and other foreign countries. The provisions of this Paragraph shall survive any termination or expiration of this Agreement.

9. GENERAL TERMS AND CONDITIONS.

- A. Confidentiality.** All information and documentation disclosed to REMOTE EMPLOYEE by MOLECULAR CONNECTIONS RESEARCH PVT LTD (including manuals, other documentation, and information/processes relating to quality auditing), and all Work Product(s) created, conceived, invented, developed, or otherwise produced by REMOTE EMPLOYEE for MOLECULAR CONNECTIONS RESEARCH PVT LTD, is considered sensitive, confidential, and proprietary ("Proprietary Information").

REMOTE EMPLOYEE agrees hereunder to maintain the Proprietary Information in strictest confidence, including but not limited to, the maintenance of such Proprietary Information as if it were the trade secret of REMOTE EMPLOYEE. Proprietary Information will be used by REMOTE

EMPLOYEE only in connection with services rendered under this Agreement. Under no circumstances may the Proprietary Information be used for any other purpose, including but not limited to, distribution by assignment, sale, sublicense, loan or other means of transfer to any third party, and any commercial use, whether paid or unpaid. Upon termination or expiration of this Agreement all Proprietary Information will be, at the discretion of MOLECULAR CONNECTIONS RESEARCH PVT LTD, either immediately returned to MOLECULAR CONNECTIONS RESEARCH PVT LTD or destroyed by REMOTE EMPLOYEE.

REMOTE EMPLOYEE will use its best efforts to prevent disclosure (whether by demonstration or otherwise) of any information provided by MOLECULAR CONNECTIONS RESEARCH PVT LTD hereunder that relates to REMOTE EMPLOYEE' performance under this Agreement. Unless required by law or governmental policy, unauthorized disclosure of the existence of this Agreement, any of the terms or conditions of this Agreement, or the subject matter of this Agreement shall be a substantial breach of this Agreement. Similarly, use of the MOLECULAR CONNECTIONS RESEARCH PVT LTD name, whether verbally, in print, or in electronic format, to solicit business or otherwise identify a relationship between MOLECULAR CONNECTIONS RESEARCH PVT LTD and REMOTE EMPLOYEE shall be a substantial breach of this Agreement. The provisions of this Paragraph will survive any termination or expiration of this Agreement.

- B. Warranty and Indemnification.** REMOTE EMPLOYEE warrants that its services hereunder will be of professional quality conforming to generally accepted practices and the law. REMOTE EMPLOYEE will indemnify MOLECULAR CONNECTIONS RESEARCH PVT LTD against all liability or loss, and against all claims or actions based upon or arising out of, or sustained in connection with, the performance or non-performance of this Agreement. Such indemnification shall be limited to the total amount of payments made by MOLECULAR CONNECTIONS RESEARCH PVT LTD to REMOTE EMPLOYEE under this Agreement.
- C. Compliance & Process Audits.** MOLECULAR CONNECTIONS RESEARCH PVT LTD shall have the right to audit REMOTE EMPLOYEE for compliance of all terms and conditions of this Agreement at any time during the term of this Agreement and for one year thereafter. Should MOLECULAR CONNECTIONS RESEARCH PVT LTD exercise its right to audit, it will do so in an expeditious and non-invasive manner, as is commercially reasonable. The MOLECULAR CONNECTIONS RESEARCH PVT LTD auditors will be chosen at the sole discretion of MOLECULAR CONNECTIONS RESEARCH PVT LTD, and MOLECULAR CONNECTIONS RESEARCH PVT LTD will pay for all of the auditors' costs. Any costs incurred by REMOTE EMPLOYEE before, during, or after the audit will be paid by REMOTE EMPLOYEE. MOLECULAR CONNECTIONS RESEARCH PVT LTD' rights under this section include, but are not limited to, the right to audit all the input, processing or delivery information stored in remote employees computer, laptop or other devices used by REMOTE EMPLOYEE, irrespective of whether any such devices, hardware or software if Molecular Connections Research Pvt Ltd supplied or employee owned, database input service operations, Quality Assurance Program for Deliverables and associated records, Staff Training Plan and relevant processes associated with Deliverables, and to assess hardware, software, network/internet, and computer support and security at the REMOTE EMPLOYEE location.

- D. Equipments, Tools and Supplies.** The use of any equipment, software, applications, server access, passwords, logins, data supplies, provided by Molecular Connections Research Pvt Ltd are for use by the authorized persons and for purposes relating to Molecular Connections Research Pvt Ltd business only. Employees have the duty to take good care of such tools and equipment and shall contact Molecular Connections Research Pvt Ltd (technology dept. or manager) if there is any issue with regards to the equipment, software, or connectivity. Any equipment, software or hardware provided by Molecular Connections Research Pvt Ltd shall be whole and sole property of Molecular Connections Research Pvt Ltd and Remote employee is required to return back to Molecular Connections Research Pvt Ltd all the equipment, software or hardware in accepted condition upon termination of his/her employment or at the request of Molecular Connections Research Pvt Ltd at any time during the tenure of his/her employment.
- E. Governing Law.** The validity, construction and performance of this Agreement and the legal relations between the parties to this Agreement are governed by and construed in accordance with the laws of the State of Karnataka, Jurisdiction Bangalore.
- F. Severability.** The provisions of this Agreement are severable, and, in the event that any provisions are determined to be invalid or unenforceable under any controlling body of law, such invalidity or unenforceability will not in any way affect the validity or enforceability of the remaining provisions
- G. Waivers.** Any waiver of, or failure to enforce, any breach or provision of this Agreement by either party does not operate nor may it be construed as a subsequent waiver of that breach or provision or of any other breach or provision hereof.
- H. Non-Assignment.** REMOTE EMPLOYEE may not assign ownership of this Agreement to a Third Party without the prior written consent of MOLECULAR CONNECTIONS RESEARCH PVT LTD.
- I. Notices.** Any notice(s) required to be given pursuant to this Agreement must be sent in writing via fax or courier and will be deemed given (i) upon receipt by the transmitting party of confirmation or response if delivery is by fax; or (ii) 2 days after posting if sent by courier. Notices must be sent to the parties at the addresses/fax numbers set forth herein. Both parties agree to provide notice to the other party of any change in address/fax number.
- J. Incorporation of Documents.** **Appointment letter**, Non-Disclosure Agreement and Equipment Usage Acceptance Form, are hereby incorporated into and made part of this Agreement.

10. RULES AND REGULATIONS

- 10.1 In addition to the terms and conditions of employment specifically stated herein, you undertake to be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by the Company from time to time.
- 10.2 Your employment shall also be governed by statutory laws enacted by Central or State Government or local authorities, as may be applicable, from time to time.

11. COMPLIANCE WITH APPLICABLE LAWS

- 11.1 You agree to comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to your employment with the Company.
- 11.2 Without limiting the generality of the foregoing, you represent and warrant that you have not, and shall not at any time during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any government official, political party, candidate for political office, or public international organization; or (ii) any other person, firm, corporation or other entity, with knowledge that some or all of that money or other thing of value will be paid, given, offered or promised to a government official, political party, candidate for political office, or public international organization, for the purpose of obtaining or retaining any business, or to obtain another unfair advantage, in connection with the Company's business
- 11.3 By signing this Letter of Appointment, you consent to the terms and conditions of the Company Policy, as maybe modified by the Company from time to time at its sole discretion.

12. TERMINATION OF EMPLOYMENT

- 12.1 At any time during your probation period, the Company may terminate your employment by giving a prior written notice of 30 (thirty) days or salary in lieu thereof.
- 12.2 Upon confirmation of your employment with the Company, the Company may terminate your employment by giving atleast three (3) months prior notice in writing or payment in lieu of such notice. In the event you desire to terminate your employment with the Company, you shall have to give a prior written notice of three (3) months to the Company. Company reserves right not to accept Notice amount money in lieu of notice period due to business reasons.
- 12.3 In case you do not serve the complete notice period as required by the Company, then the Company will be under no obligation to issue the relieving documents to you or undertake any other relieving formalities.
- 12.4 Your employment with the company may be terminated by the Company without notice or payment in lieu thereof, in case of breach or non-compliance of the terms, conditions or stipulations contained in this Letter, which would be construed as misconduct, or if you are found guilty of any negligence or other misconduct in connection with or affecting the business or affairs of the Company. Termination of your employment for the reasons stated herein would be without prejudice to:
 - 12.4.1 The Company's right to claim the actual damages it has suffered on account of such breach; and
 - 12.4.2 Any other relief to which the Company may be entitled under contract, law or equity.

12.5 Misconduct will include without limitation:

- 12.5.1 Habitual absence from service without prior notice in writing and/ or without sufficient cause;
 - 12.5.2 Absence from service without prior notice in writing or without sufficient cause for a period of seven (7) days or more and not rejoining service despite reminder(s) from the Company;
 - 12.5.3 Participating in and/ or abetting the conduct of a strike in contravention of any law;
 - 12.5.4 Causing damage to the reputation or property of the Company;
 - 12.5.5 Breach or non-observance of the terms, conditions or stipulations contained in this Letter;
 - 12.5.6 Breach of the confidentiality/secretcy provisions set out in the Non Disclosure of Confidential Information and Invention Assignment Agreement.
 - 12.5.7 Any criminal or illegal activity breaking laws or any conviction by a court of law
- 12.6 On termination of your employment, the Company shall not have any further liability towards you other than remuneration, allowances and perquisites that have accrued prior to the effective date of termination of employment.
- 12.7 Immediately upon termination of your employment, you shall return to the Company, all property/ies of the Company heretofore provided to you by the Company, or otherwise in your custody, possession or control.
- 12.8 Notwithstanding any provision of this Letter to the contrary, no termination of your employment for any reason whatsoever, shall in any manner operate to terminate, limit or otherwise affect the Company's ownership of any of the rights, properties, privileges granted to the Company hereunder or under any other agreement executed between you and the Company.
- 12.9 On termination of your employment for any reason whatsoever, you shall fully co-operate and provide all assistance as may be necessary or reasonably required by the Company for handing over your job responsibilities and functions to your successor in a manner that ensures continuity in the administration of the Company's affairs.
- 12.10 You shall not solicit or take away, directly or indirectly for any reason, any person, entity or business that was, at any time during your employment or at the time of your termination, a customer or prospective customer of the Company or any of its subsidiaries or affiliates.
- 12.11 You shall not solicit or take away or attempt to solicit or take away, directly or indirectly, any employee of the Company or its subsidiaries or affiliates, either for your own purposes or for any other person or entity.

13. GOVERNING LAW AND JURISDICTION

This Letter is governed by and construed in accordance with the laws of India and will be subject to exclusive jurisdiction to the Courts at Bangalore.

14. GENERAL

This Letter and your employment are personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. However, the Company may assign this Letter, in part or whole, upon written notice to you.

No delay or failure by the Company to exercise any of its powers, rights or remedies under these terms of Employment shall operate as a waiver of such powers, rights or remedies.

If any provision of this Letter is held by any competent authority to be invalid or unenforceable, the validity of other provisions and the remainder of this Letter shall not be affected.

You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Letter together with the Non-Disclosure of Confidential Information and Invention Assignment Agreement, are the exclusive and entire understanding between the Company and you relating to the subject matter hereof, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

Yours Sincerely,
For Molecular Connections Research Pvt Ltd

Jignesh Bhate
Name : Jignesh Bhate
Title : Chief Executive Officer



Remote Employee Acceptance & Declaration:

- I shall remain committed to my job responsibilities as an employee and ensure timely deliverance to meet the set expectations and strive for excellence in the achievement of all my KRAs from my home working location;
- I understand that the requirement for me to adhere to all Company policies and procedures as detailed in my appointment letter as well as in the Employee Handbook is unaffected by the fact that I will be working from home away from the office;
- I agree to allow access, by prior arrangement, to my manager, IT staff, portable appliance testing staff and any other Company employee who requires access to perform their duties;
- I understand that the remote working agreement is not a substitute for childcare or other caring responsibilities and that adequate provisions must be made in respect of these;
- I understand that I may be required to attend the office meetings from time to time during my home working hours (e.g. to attend a team review meeting, a training program, a team event, etc.);
- I understand the provision for the home working agreement can be cancelled by the Company if my superiors are unhappy with my performance for not meeting their expectations or for any other business reasons or uncertainties in future.

I have read, understood and agree to all terms and conditions of this letter of Appointment and relating to the remote working arrangement:

Signature : 

Date : June 30, 2022

Name : Aswathi Saravananaraj

Place : Coimbatore

ANNEXURE - 1

COMPENSATION & BENEFITS STRUCTURE		
NAME	Ms. Aswathi Saravanaraj	
DESIGNATION	Patent Analyst - Trainee	
GRADE	7	
LEVEL	2	
EFFECTIVE DATE	July 04, 2022	
SALARY COMPONENTS	MONTHLY	ANNUAL
A. FIXED COMPONENTS		
Basic + DA	10500	126000
HRA	1492	17904
WFH Allowance *	2500	30000
LTA		
M_Bonus	2100	25200
B. RETIREMENT BENEFITS		
PF (Employer contribution)	1260	15120
Gratuity Contribution	506	6072
C. OTHER BENEFITS		
ESIC (Employer contribution)	540	6480
MONTHLY CTC (A+B+C)	18898	
ANNUAL CTC (A+B+C)		226776

Your compensation has been structured to facilitate better tax planning and increased savings for you during the financial year.

Please Note: MC has tie-up only with ICICI and HDFC banks for the salary disbursement for its employees. So, you are expected to open an account with any of these bank's branch if not having one and notify us with the account details

Signed By: <i>Jignesh Bhat</i>	Date: June 30, 2022
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along with a proof of copy of passbook or cheque leaf within 15 days of your joining MC.

Aswathi




ANNEXURE - 2

1. Remote Employee Key work commitments:

- REMOTE EMPLOYEE shall contribute a minimum of 175 hours per calendar month and shall meet the daily targets as specified by the Project Manager. The daily target may vary from project to project.
- Completed items will by definition mean annotation of the said field criteria defined in the instruction manual or guideline document.
- The said weekly project/production reports with reference ids are to be communicated to the immediate supervisor within 02.00 PM on every Monday.
- The completed items should pass with a minimum of 98% quality in either internal review process or in external review process.
- REMOTE EMPLOYEE will be solely responsible for rework of any items scored down in the feedback review reports. The rework will involve implementing corrections from the emailed review reports. The rework item has to be resubmitted within one working day. And a closure mail response has to be sent to the quality reviewer.
- REMOTE EMPLOYEE will be available for the monthly feedback report review meetings. He/She will make necessary efforts to remain up-to-date on the guideline versioning shared during these meetings and implement them in all subsequent work units.
- REMOTE EMPLOYEE will also be a very integral part of the project management team and contribute substantially to bring to the team managers notice of any new learnings received as part of feedback mail notifications.
- The remote employee should be available online from 9:00 AM to 6:00 PM or as required by the Project Manager on working days
- The remote employee in the role of Project manager has to take utmost care while sharing documents confidentially and should carry out responsibilities – setting up KRA, training, quality for junior members, conducting knowledge sharing sessions, preparation of SOP from time to time, project handling from start to end and managing team members.

**ACCEPTED AND AGREED TO:
REMOTE EMPLOYEE**

**ACCEPTED AND AGREED TO:
MOLECULAR CONNECTIONS RESEARCH PVT LTD**

By : 
Name: Aswathi Saravanaraj
Date : June 30, 2022

By : <i>Jignesh Bhate</i>
Name: Jignesh Bhate Chief Executive Officer
Date : June 30, 2022

ANNEXURE -3
Non-Disclosure Agreement

I, **Ms. Aswathi Saravanaraj**, hereby agree that all MOLECULAR CONNECTIONS RESEARCH PVT LTD RESEARCH PVT LTD (hereinafter "MOLECULAR CONNECTIONS RESEARCH PVT LTD")-owned data, information and documentation disclosed to me or developed by me in association with the agreement between MOLECULAR CONNECTIONS RESEARCH PVT LTD and MYSELF will be considered to be sensitive, confidential, and proprietary ("Proprietary Information"). I agree that all information shall be considered Proprietary Information unless indicated otherwise, and I agree to maintain the Proprietary Information in strictest confidence.

I understand and agree that the Proprietary Information may be used only in connection with my employment and only to the extent necessary for MYSELF to fulfill its contractual obligations with MOLECULAR CONNECTIONS RESEARCH PVT LTD. Under no circumstances will I distribute the Proprietary Information for any other purpose, including but not limited to, distribution by assignment, sale, sublicense, loan or other means of transfer to any third party, and any commercial use, whether paid or unpaid.

I understand and agree that I may only disclose Proprietary Information with the employees, agents or representatives of MOLECULAR CONNECTIONS RESEARCH PVT LTD who are bound by a similar requirement of confidentiality. However, I understand that my obligations under this paragraph will not apply to information that:

- A. Is or becomes known to the general public without improper action or inaction by me;
- B. Was rightfully disclosed to me by a third party that is not obligated to MYSELF or MOLECULAR CONNECTIONS RESEARCH PVT LTD to maintain confidentiality, provided that I comply with any restrictions imposed by the third party;
- C. Is disclosed pursuant to a court order, provided the Employee will contact Molecular Connections Research Pvt Ltd so that Molecular Connections Research Pvt Ltd may seek a protective order, seek another appropriate remedy, or waive the Employees compliance with the Agreement. If Molecular Connections Research Pvt Ltd waives the Employees compliance with the Agreement or fails to obtain a protective order or other appropriate remedy, the Employee will furnish only that portion of the Confidential Information that is legally required to be disclosed and will use its best efforts to obtain confidential treatment for such Confidential Information.


I warrant and represent that my affiliation with any company, whether as an employee, officer, director, agent, Remote employee or otherwise, is not such that a conflict of interest would be created by receiving the Proprietary Information covered by this Agreement.

I understand and acknowledge MOLECULAR CONNECTIONS RESEARCH PVT LTD may take all reasonable steps to protect the Proprietary Information, including but not limited to, seeking injunctive relief and any other remedies available at law or in equity in the event that I breach this Agreement.

To be binding, all additions and modifications to this Agreement must be made in writing referencing this Agreement and must be signed by both parties.


ACCEPTED AND AGREED TO:

REMOTE EMPLOYEE

By : 
Name: Aswathi Saravanaraj
Date: June 30, 2022

ACCEPTED AND AGREED TO:

MOLECULAR CONNECTIONS RESEARCH PVT LTD

By : 
Name: Jignesh Bhate Chief Executive Officer
Date: June 30, 2022

DigiSigner Document ID: 49466fde-65de-47c4-a139-4995baa65fe6

Signer

Email: ramj.arun@molecularconnections.com
IP Address: 2405:201:e023:1130:101c:2e56:114a:e0e1

Email: jignesh@molecularconnections.com
IP Address: 2401:4900:1cc5:23b6:50ba:cb5a:eae:d458

Email: jignesh@molecularconnections.com
IP Address: 2401:4900:1cc5:23b6:50ba:cb5a:eae:d458

Email: jignesh@molecularconnections.com
IP Address: 2401:4900:1cc5:23b6:50ba:cb5a:eae:d458

Email: jignesh@molecularconnections.com
IP Address: 2401:4900:1cc5:23b6:50ba:cb5a:eae:d458

Email: aswathiraj303@gmail.com
IP Address: 2409:4072:6d8c:6656::374b:2e11

Email: aswathiraj303@gmail.com
IP Address: 2409:4072:6d8c:6656::374b:2e11

Email: aswathiraj303@gmail.com
IP Address: 2409:4072:6d8c:6656::374b:2e11

Email: aswathiraj303@gmail.com
IP Address: 2409:4072:6d8c:6656::374b:2e11

Email: aswathiraj303@gmail.com
IP Address: 2409:4072:6d8c:6656::374b:2e11

Signature



Jignesh Bhate

Jignesh Bhate

Jignesh Bhate

Jignesh Bhate



Event	User	Time	IP Address
Upload document	hrteam@molecularconnections.com	6/30/22 12:49:40 PM EDT	49.207.193.174
Open document	hrteam@molecularconnections.com	6/30/22 12:49:44 PM EDT	49.207.193.174
Close document	hrteam@molecularconnections.com	6/30/22 12:53:09 PM EDT	49.207.193.174
Send for signing	hrteam@molecularconnections.com	6/30/22 12:54:47 PM EDT	49.207.193.174
Open document	ramj.arun@molecularconnections.com	6/30/22 1:11:04 PM EDT	2405:201:e023:1130:101c:2e56:114a:e0e1
Sign document	ramj.arun@molecularconnections.com	6/30/22 1:11:21 PM EDT	2405:201:e023:1130:101c:2e56:114a:e0e1
Close document	ramj.arun@molecularconnections.com	6/30/22 1:11:21 PM EDT	2405:201:e023:1130:101c:2e56:114a:e0e1
Open document	jignesh@molecularconnections.com	6/30/22 1:24:39 PM EDT	2401:4900:1cc5:23b6:50ba:cb5a:eae:d458
Sign document	jignesh@molecularconnections.com	6/30/22 1:24:58 PM EDT	2401:4900:1cc5:23b6:50ba:cb5a:eae:d458
Close document	jignesh@molecularconnections.com	6/30/22 1:24:58 PM EDT	2401:4900:1cc5:23b6:50ba:cb5a:eae:d458
Open document	aswathiraj303@gmail.com	6/30/22 1:26:03 PM EDT	157.49.201.242
Open document	aswathiraj303@gmail.com	6/30/22 1:27:12 PM EDT	157.49.201.242
Sign document	aswathiraj303@gmail.com	6/30/22 1:44:54 PM EDT	2409:4072:6d8c:6656::374b:2e11
Close document	aswathiraj303@gmail.com	6/30/22 1:44:54 PM EDT	2409:4072:6d8c:6656::374b:2e11