



Dear Kankipati Bhanu

Teja, Greetings from

This has reference to your interview with us. Further, we are pleased to enroll you in our Internship Program in our Technology Solutions Group [TSG] with effect from 18th Aug 2021 for a period of 3 [three] months, subject to the following Terms and Conditions:

- You will be paid a stipend of INR 15,000/- (Rupees Fifteen Thousand only) per month during your internship, subject to appropriate tax and other statutory deductions, as applicable.
- You have to adhere to the Information Security Management system procedures and acknowledge/sign the User Access Agreement; SPI Technologies Consent Form; Confidentiality and Non-Disclosure Agreement, as part of this Agreement.
- You are eligible to observe all National/Festival Holidays listed out by SPI Technologies from time to time and also you will be eligible for one-day leave per month with prior approval.
- During your temporary employment with SPI Technologies, you may have access to trade secrets and confidential or proprietary business information belonging to SPI Technologies. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of SPI Technologies. Also, you agree that upon completion of your internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in this program is not an offer of employment, and successful completion of the program does not entitle you to an employment offer from SPI Technologies.

We look forward to your confirmation and be part of Straive family!

Sincerely,
For SPI Technologies India Private Limited

A handwritten signature in blue ink, appearing to read "Manoj P", with a horizontal line underneath.

Manoj P
Vice President – Human Resources

The above terms and conditions are accepted by me and also certify that I do not have any of my relatives working with SPI Technologies.

Signature with Date : K.BhanuTeja