



CONTRACT FOR SERVICE

Dear Aditya Raj Anand

I would like to take this opportunity to welcome you to Tommy's Tax. This statement sets out the terms and conditions of your contract for service and contains the written particulars of our agreement. This contract, together with the Team Member Handbook and any policies and standard operating procedures that are not already mentioned and covered in this contract, constitutes your complete Contract for service with the company. All the terms of your agreement with Tommy's Tax are in this contract. If there is any inconsistency between this contract and any offer letter we sent you then this contract will prevail.

Contract Between:

1. Tommy's Tax Ltd - a company incorporated in Ireland with registered number 692013 whose registered office is at Alexandra House The Sweepstakes Dublin D04 C7H2 (the **Company**, the **Organisation**, **we** or **us**) - OR any such name as the company may trade under in future; and
2. **Mr Aditya Raj Anand Anand** of C4-707, Ecovillage 1, Greater Noida, Noida, , 201301 (the **Contractor**, **Team Member** or **you**).

Position

3. You will be contracted primarily in the capacity of **Backend Tax Assistant**, reporting to the manager of the India Backend Admin department. You will be required to be flexible in this position and must be prepared to undertake such other work as may be assigned to you by the company from time to time to meet reasonable business requirements. Your duties are those that normally go with your job title including those listed in the job description.

Date of commencement

4. Your date of commencement in this position will be / was on **16-Nov-2021**

Place of Work / Eligibility to Work

5. Your normal place of work is the remote office you've specified (your home premises), or any other workplace(s) within 10km that we may require you to work from. You may be required, from time to time, to work at The Company's other places of business or/and the premises of such subsidiary companies, organisations or associated companies as the organisation may require. Your position may involve some business travel or temporarily working at other locations but we don't envisage this involving more than a month's work away from your normal place of work per annum. Work is allowed from any location as long as you are legally entitled to work from said premises. Prior approval from management is required for a permanent or long-standing change of work location as there may be legal requirements that the company might be required to fulfil in accordance with the new location's legislation.
6. For purposes of this Contract for service as at date of signature, you must currently have the relevant permission to live and work in the area where you reside. It must be immediately brought to our attention if this is not the case and the company reserves the right to terminate your contract without notice or compensation if you lose or lack such permission.



Hours of work

7. Your normal hours of work are from Monday to Friday (inclusive) **from 9:00 - 17:00 (Standard Irish Time)** unless otherwise agreed with management, and these hours include an unpaid meal break of one hour. Where you do not get an opportunity to take your break(s), please inform your supervisor or Manager and an alternative break period will be assigned. You must work reasonable additional hours to meet our business requirements if needed. Overtime will be calculated at an hourly rate of ₹ 395.60

Fees, Expenses and Bonuses

8. Your fees are ₹ 720,000.00 per annum which includes any shift premium for unsociable hours work (e.g. after 10pm or weekend work)
9. You are paid on a monthly basis in arrears by the last day of the month by way of automated bank transfer or another method agreed between us. Adjustments (deductions / additions) are accounted for in the payroll period of the month following the event.
10. Fees may, at the sole discretion of management, be reviewed on an annual basis.
11. You are not entitled to reimbursement of expenses in connection with your duties under this Agreement unless approval is sought and given in advance.
12. You may be eligible to be considered for a discretionary bonus. The company retains the absolute right to make decisions around the nature, type, value, criteria for and frequency of all bonus payments - if any. Payments of a bonus in a particular period should not be considered as grounds for or guarantee of any subsequent bonuses.
13. Payment of any bonus is conditional on your contract still being valid and not having served or received notice to end your contract at the date of payment.
14. Details of your bank account number and branch code should be provided immediately on commencement of the contract and updated well in advance of any pay-periods.

Use of Company Equipment.

15. The Team Member acknowledges and agrees that if the Company furnishes any tools or equipment to the Team Member to perform the Work,
 - a. such tools or equipment will be provided by Company only as a convenience and only after Team Member executes the Company's standard Care for Equipment agreement for such tools or equipment. The equipment remains the property of the Company.
 - b. The Team Member shall assume sole risk, responsibility, and liability for such loaned tools or equipment while in Team Member's control or possession, including any loss, damage, destruction, theft, maintenance, and repair of such tools or equipment. The company may have insurance which may cover any loss but may equally require the Team member to insure company equipment in their personal capacity.
 - c. The Team Member shall inspect such tools or equipment before use and be satisfied that such tools or equipment are in good repair and working condition,
 - d. The Company shall adequately and properly train all Team Members that will use any such tools or equipment in its correct, intended, and safe use, and
 - e. The Company shall actively supervise, with trained Managers / Supervisors, all Team Members using such tools or equipment to ensure that the use of the tool or equipment is correct, safe, in accordance with the intended use, and creates no risk of injury or damage to individuals or property.



Deductions

16. The company is entitled to deduct money from your fees or such other payments that may be due to you if:

- The deduction is required by law or governed by statute
- It is set out in your contract or relevant addendums - such as pension contributions/loans / training agreements etc.
- They are taking back an overpayment of fees or expenses
- They are required by law, for example an Income Tax or Court order
- You are absent from work because you were on strike or taking industrial action
- Have Unpaid absences (unpaid sick-leave, unpaid holidays, latecoming etc.)
- To recuperate any equipment fees where such equipment is not returned

Double work

17. You will be expected to devote your entire working time and attention to the company's affairs and therefore you may not, without the consent of the Manager, be involved in any outside business or enterprise. Any double-work, whether by employment or self-employment must be disclosed at the outset or as soon as it occurs to ensure that your Contract for service can be concluded within legal working hour requirements. Failure to disclose such double-employment may lead to disciplinary action which may result in the termination of your contract.

Probationary Period

18. Your contract for service will be probationary for the first 6 months. The probationary period may be extended at the company's discretion, but will not, in any case, exceed 11 months.

19. Absences, in blocks of weeks during the probation period will have the effect of extending the probation by that number of weeks.

20. Various probation reviews may be held during the probationary period. Should any of these probation assessments prove unsuccessful, the Contract for service may be terminated. During probation, the contract may be terminated for any or for no reason. Management reserves the sole right to terminate the contractor during the probationary period.

21. Termination of this agreement within the probationary period shall be at the discretion of the company and in the event of such termination you will receive one week's notice and not the notice period provided for at the clause entitled "notice" below. Likewise, where you intend to resign from this contract, during your probationary period you will be required to give the company one week's notice in writing. The company may choose to Pay you in Lieu of Notice.

Lay off and short time

22. The company reserves the right to reduce your working hours, where through circumstances beyond its control it is unable to maintain you in full-time- or your regular hours of engagement. You will receive as much notice as possible prior to such lay off or short time period commencing and you will be paid only in respect of hours actually worked during that period.



Annual Leave

23. Our holiday year runs from January to December. You are entitled to **30 business days' holiday** per holiday year (**which includes any public holiday allowance**) at your normal basic pay. In the holiday year(s) in which your contract starts and ends, one-twelfth of your annual holiday entitlement (excluding any public holiday allowances as set out in the Leave Policy), will accrue for each full month of service.
24. You are expected to take your holiday entitlement at times convenient to your work. The holiday entitlement should be taken after obtaining the permission of your Manager - following the correct procedures. Preferred holiday periods will be respected as far as possible within the framework of the company's work programme and operational needs. The final decision in allocating annual leave rests with management.
25. You must submit your holiday request at reasonable notice and we will agree in writing in advance. You should give us as much notice as you can of your wish to take holiday on a particular date giving notice of at least double the length of time you wish to take on holiday in one go. You may take up to 2 weeks' holiday at any one time.
26. When your contract/engagement with the company ends, we will pay you in lieu of any accrued but untaken holiday entitlement. You must take your outstanding holiday entitlement during any notice period, if we ask you to. If you have taken more holiday than you have accrued then you must repay us for the days you have not accrued. Payment by you or us under this clause will be at the rate of 1/260th of your annual salary (or, if you are part-time, at 1/260th of your full-time equivalent salary) for each day of holiday.
27. Unless agreed otherwise, if you do not take all of your holiday entitlement in any holiday year, you can carry forward a maximum of 5 days in any subsequent year which must be used before the end of June in the following year. Management reserves the right to request you to use your leave before the year expires.

Public Holidays

28. Public holiday entitlements will be granted in accordance with statute where possible. You may at times be required to attend for work on a public holiday. Please refer to the Leave policy.

Absence from Work

29. In the event of absence from work you are required to contact the company as soon as is practicable in accordance to our Attendance policy.
30. A poor record of attendance falls below our performance expectations and may lead to disciplinary action up to, and including, dismissal.
31. You must follow our Sick Leave policy for all periods of absence from work due to sickness. Copies of the policy are available upon request from your line manager or HR representative.
32. If you are ill or injured and cannot attend work you must tell your line manager or HR representative no later than 2 hours before your usual start time or as soon as reasonably practicable, unless an extreme emergency does not allow for this. You must provide a reason for your absence.
33. If you are off sick for seven days or less in a row, you must complete a self-certification form. If you are off sick for longer, you must give us medical certificates covering the whole period (except the first seven days).
34. You must undergo a medical examination by our nominated doctor if we ask you to. We can see any report they write and discuss the contents with them within the confines of the law. We can postpone your return to work following sickness absence until a doctor confirms that you are fit to work.



35. During sickness absence, and following your probation period, you may be entitled to make use of the Company Sick Pay policy provided all requirements are met. Please refer to the Sick Leave policy.
36. For recurring illnesses, the company reserves the right to request, after the second occasion in a 2 month period that a Team Member furnishes us with a medical certificate even on the first day of illness, to state that there is no underlying issues that may be causing the recurring illness and that the Team Member is indeed fit to perform / resume their duties.
37. If your sickness absence is the fault of a third party and you can recover damages from that party you should notify us. If there are any claims or settlements you should keep us informed and pay us back any sum recovered from the third party to compensate you for lost earnings, which you have been paid for by us.
38. The company reserves the right to terminate your Contract for service for incapacity to perform duties due to illness and recurring absences due to illness, after following due process. This may be the case even if this means you lose the right to sickness or other benefits.

Health and Safety

39. The organisation attaches the highest regard to the safety, health and welfare of its Team Members and contractors. The organisation's policy in this regard is set out in the organisation's Safety Statement, which includes specific Team Member and contractor duties under the various Health and Safety at work legislations relevant to this contract and individual territories. Team members and contractors are expected to familiarise themselves with the statement and observe the provisions set out in the Safety Statement, including their specific obligations concerning their own safety, health and welfare and that of their colleagues (Team Members and contractors).

Collective Agreements

40. Your contractual engagement is not affected by any collective agreement.

Pension and Other Benefits

41. There is currently no entitlement to pension benefits in relation to your contract, but we will provide such pension arrangements as are required by law.
42. For further information about pension arrangements, please contact your line manager or HR representative.

Retirement

43. The normal retirement age from Tommy's Tax is on your 65th birthday. Contracting / Engagement after 65 is subject to Management discretion and will be facilitated through fixed-term contracts of one-year duration at a time and is based on the successful assessment of your willingness to work, the assurance of your personal safety in the workplace, your performance of the previous 12 months and your ability to perform such tasks as is necessary in your position.
44. Upon completion of each Fixed Term Contract, another contract may or may not be negotiated based on the assessment as described above. The aim and justification of offering a fixed-term contract to contractors of pensionable age is to preserve the operational capacity of the company, to protect the health and safety of such contractors and to ensure access of young people to the industry.



Data Protection / Workplace Monitoring

45. We will process personal data and sensitive personal data ('special categories of personal data') about you in accordance with our Data Protection Policy and Data Protection Privacy Notice, available from your line manager or HR representative or the Team Member Handbook.
46. 'Personal data' includes references, personal records, emails containing personal details, addresses and details of contractual benefits.
47. 'Sensitive personal data' includes information about:
 - a. your health, to monitor sick leave and take decisions about your fitness for work; and
 - b. your racial or ethnic origin or religious or similar information in order to monitor compliance with equal opportunities legislation.
48. We may monitor those in our service in accordance with our policy on Workplace monitoring, available from your line manager or HR representative or the Team Member Handbook.
49. You will comply with your obligations under our Data Protection Policy and other relevant policies, including in relation to communications, data processing and use of equipment.
50. We will process your data in accordance with our Data Protection Privacy Notice, specifically to:
 - a. meet our obligations under your contract; and
 - b. ensure that we are complying with our legal obligations.

In other cases, we have a legitimate interest in processing your data before, during and after the end of the contractual engagement.

 - c. The Company may transfer personal data and sensitive personal data outside the European Economic Area in accordance with The Company's Data Protection Privacy Notice.
51. Further, the Company may review the usage of Company equipment and software - included but not limited to, Desktop / Laptop, Voice and Data Transfers, Internet Browsers, Web-camera's, Application usage and more - in line with its Workplace monitoring Policy - because
 - a. The processing is necessary for the Company to fulfil its obligations in accordance with data protection legislation
 - b. It is necessary in order to protect contractor's vital interests in a case where they are not physically or legally capable of giving their consent,
 - c. The processing is necessary for the establishment, exercise or defence of legal claims,
 - d. Processing is necessary for reasons of substantial public interest or processing is necessary for the purposes of preventive controls, the assessment of the working capacity, productivity, adherence to policy and procedure of the contractor and more.

Termination

52. Excluding probationary clauses - You can resign any time by giving us at least 1 month written notice. We can end your contract at 1 months notice - giving you written notice.
53. We may end your contract without letting any notice period run its course by making a payment equal to the basic salary that would have been due during the unexpired notice period. We will also continue your contractual benefits over the notice period that would have applied or pay you the amount that those benefits would have cost us over the same period.
54. We can terminate your contract without notice or payment for your notice period:
 - a. if you commit any act or omission that we think is gross misconduct; or
 - b. if you seriously breach your contractual obligations (including under this Agreement); or
 - c. if you do not have the right to work in the area where you reside; or
 - d. in any other situation that we have said allows us to do this (including in this Agreement or any handbook or written policy).



55. By agreement between The Company and the contractor, the notice periods could be waived on either side, and the organisation may, at its discretion, pay you in lieu of notice. Longer notice periods than is stipulated above, would only be acceptable by agreement between The Company and the contractor. In the event of the termination of your services by reason of gross misconduct on your part, you will not be entitled to receive notice or notice pay in accordance with this clause.

Garden Leave

56. During your notice period, whether you or we gave notice, we can require you:

- to stay away from your workplace or our other premises;
- to carry out different or specified work or duties or carry out no work duties at all;
- not to behave as if you have authority to act on our behalf; or
- not to communicate with our suppliers, customers or clients, investors, Team Members, contractors, agents, trustees or representatives.

57. During the period when this change or these changes apply, you will continue to be engaged under this contract and entitled to receive your fees and all contractual benefits. Your obligations to us will continue and you may not work for any third parties or for yourself unless we give prior written consent.

Confidentiality

58. For the purposes of this Agreement:

- Confidential Information** means any information disclosed by or on behalf of The Company (or any Group Business) to the Contractor during their service that at the time of disclosure (whether in writing, electronic or digital form, verbally or by inspection of documents, computer systems or sites or pursuant to discussions or by any other means or other forms and whether directly or indirectly) is confidential in nature or may reasonably be considered to be commercially sensitive, and which relates to the business and affairs of The Company (or any Group Business) including but not limited to: (a) all Engagement IPRs (b) all Service Inventions and (c) all analyses, compilations, studies and other documents prepared by the Contractor which contain or otherwise reflect or are generated from the information referred to above.
- IPRs** means Intellectual Property Rights you create in the course of your engagement with us (whether or not during working hours or using our premises or resources) that:
 - relate to any part of (or demonstrably anticipated business of) The Company or any Group Business; or
 - are reasonably capable of being used by The Company or in any part of a Group Business.
- Service Inventions** means any Invention which is made wholly or partially by you at any time during the course of your:
 - normal duties; or
 - duties specifically assigned to you, if those duties are such, that an Invention might reasonably be an expected result (whether or not during working hours or using our premises or resources, and whether or not recorded in material form).
- Group Business** means any business owned or operated by us or an Company or all of those businesses together, as the context allows;



- e. **Intellectual Property Rights** means without limitation all existing or future intellectual and industrial property rights, anywhere in the world including any Invention, patent, utility model right, copyright and related right, trade mark, trade name, internet domain name, design right, design, service marks, trade secret, database right, topography right, right in get-up, right in goodwill or to sue for passing off and any other right of a similar nature, whether registered (or capable of registration) and the right to apply for any of these; and
- f. **Inventions** mean without limitation, inventions, ideas and improvements, whether or not patentable and whether or not recorded in any medium.

59. During your service, you may have access to Confidential Information concerning us, and our business. During and after your engagement with the Company, you must not use or disclose or allow anyone else to use or disclose any of our Confidential Information, except:

- a. as necessary to perform your duties for us, properly; or
- b. with our consent; or
- c. as required by law or ordered by a court that has jurisdiction; or
- d. to make a protected disclosure within the meaning of the relevant legislation

60. As soon as your contract ends, however that happens, or earlier if we request it, you must:

- a. return to us, all property that you have or control that belongs to us or relates to our business including but not limited to all documents and any car, keys, swipe cards, laptops and mobile phones; and
- b. delete any such property and Confidential Information from any electronic device which belongs to you.

61. You agree that if you do not comply with this clause, damages would not be an adequate remedy and we can apply for an injunction to prevent any (further) breach, without prejudice to any other remedy that we might pursue, including but not limited to claiming damages.

Intellectual Property

62. You acknowledge that:

- a. all IPRs, Service Inventions and works embodying them shall be owned automatically and absolutely by The Company to the fullest extent permitted by law. To the extent that they are not automatically owned by the Company, you hold them on trust for us; and
- b. because of the nature of your duties and the particular responsibilities arising from the nature of your duties, you have and shall have at all times while you are contracted by us, a special obligation to further the interests of the Company.

63. You agree:

- a. to promptly and on their creation, give us full written details of all Service Inventions you make wholly or partially during the course of your contract;
- b. at our request, and in any event, on the termination of your contract, to give us all originals and copies of correspondence, documents, papers and records on all media which record or relate to any of the IPRs;
- c. to use your reasonable endeavours to execute all documents and do all acts both during and after your engagement by us as may, in the opinion of the Company, be necessary or desirable to vest the IPRs in the Company, to register them in the name of The Company and to protect and maintain the IPRs and the Service Inventions;
- d. to give us all necessary assistance to enable us to enforce our Intellectual Property Rights against third parties, to defend claims for infringement of third party Intellectual Property Rights and to apply for registration of Intellectual Property Rights, where appropriate throughout the world, and for the full term of those rights;



- e. not to attempt to register any IPR nor patent any Service Invention unless we request that you do so; and
- f. to keep confidential each Service Invention unless we have consented to its disclosure in writing.

64. You waive all moral rights under any Copyright legislation that you have or will have in any existing or future works.

65. You hereby irrevocably appoint The Company to be your attorney in your name and on your behalf to execute documents, use your name and do all things which are necessary or desirable for The Company to obtain for itself or its nominee the full benefit of this section.

Company Policies and Procedures

- 66. Our policies and procedures, including our Disciplinary Procedure and Grievance Procedure, are available from your line manager or HR representative. You must familiarise yourself with and comply with our policies and procedures including any new or amended ones introduced after this Agreement.
- 67. If you are dissatisfied with any disciplinary decision relating to you (including any decision to dismiss you) then you should notify your line manager or HR representative in writing, specifying the grounds for your dissatisfaction. Further information can be found in the Disciplinary Procedure.
- 68. If you wish to seek redress for any grievance relating to your contract then you should notify your immediate supervisor in writing, specifying the grounds for your grievance. If your grievance relates to your immediate supervisor then you can instead notify the HR representative or escalate your complaint to the director/manager. Further information can be found in the Grievance Procedure.
- 69. The company reserves the right to suspend you for a reasonable length of time in the circumstances, to carry out a disciplinary investigation or if we have another reasonable basis for suspension.

Amendment to Terms and Conditions / Errors & Omissions

- 70. The company may make reasonable changes to any of the terms of your contract when a need exists to do so. We will notify you in writing of any change before the date it comes into force.
- 71. Clerical errors or omissions, whether in computation or otherwise and whether in any Email, Agreement, Statement or otherwise as received from the Company, shall be subject to correction by the Company where such errors are identified early and corrected through consultation with the Team member
- 72. The Team member and the Company shall at all times act in good faith and shall use all reasonable efforts to ensure the accuracy, timeliness and thoroughness of any documentation / services provided hereunder, but, except as otherwise provided herein, the Company shall not be liable for losses due to errors or omissions

Notices

73. Other than dealings in the normal course of business, any notice, request, demand or other communication (collectively Notices) to be given under this Agreement will be deemed to be duly given by either party if:

- a. sent by first class post addressed to the other party at (in the case of a Notice to the Company) its registered office or place of business for the time being or (in the case of a Notice to you) the address that you have last notified to us; or
- b. given personally to (in the case of a Notice to The Company) a director, partner, chief executive or equivalent of The Company or (in the case of a Notice to you) to you; or



- c. sent by electronic mail to the business email address of the chief executive or equivalent in the case of The Company and your email address as notified in writing to The Company from time to time.

74. Any such Notice will be deemed to have been given:

- a. if sent by first class post, 48 hours (or, if sent to or from a place outside the United Kingdom, seven days) after the time of posting and, in proving service, it will be sufficient to prove that the envelope containing such Notice was properly addressed, stamped and put in the post;
- b. if sent by email, 24 hours after sending.

Non-Solicitation

75. During the term of his or her contract with the Company and after the date his or her contract with the Company ends for any reason, the contractor will not, directly or indirectly, hire, engage or solicit to hire or engage any individual who is employed/contracted by the Company or who was employed/contracted by the Company within six months of the proposed solicitation, hire or engage, and /or otherwise induce or attempt to induce any individual who is employed/contracted by the Company to terminate such employment or contract, and/or in any way interfere with the relationship between the Company and any individual who is employed (in employment or contract) by the Company.

76. You may not contact, solicit, divert, appropriate or call upon with the intent of doing business with (other than for the exclusive benefit of the Company) any customer of the Company if the purpose of such activity is to solicit such customer or prospective customer for a Competing Business, to encourage such customer to discontinue, reduce or adversely alter the amount of such customer's business with the Company or to otherwise interfere with the Company's relationship with such customer, or in any way interfere with the Company's relationship with any supplier, manufacturer, service provider or other business.

77. Point 75 and 76 above are both valid for a period of 6 months following termination of services and for a radius of 15km of the agreed remote working location of the contractor. Point 75 and 76 are also applicable to Team Members/contractors working in other territories in a remote capacity.

Governing Law

78. This Agreement shall be governed by and interpreted according to the law of Ireland and all disputes arising under the Agreement (including non-contractual disputes or claims) shall be subject to the exclusive jurisdiction of the Irish courts.

Third Party Rights

79. No one other than you and us has any rights to enforce any part of this agreement.

Income Tax / Relevant Taxes

80. The Contractor is solely responsible for filing all tax returns and submitting all payments as required by any federal, state, local, or foreign tax authority arising from the payment of fees to the Contractor under this Agreement, and agrees to do so in a timely manner. The Contractor will comply with all applicable federal, state, local, and foreign laws governing self-employed individuals, including laws requiring the payment of taxes, such as income and employment taxes, and social security, disability, and other contributions. The Company will issue the contractor with a statement of fees paid in respect of the compensation paid hereunder.



81. The Contractor will be entirely responsible for payment of any taxes which may be due with regard to the compensation paid hereunder and hereby agrees to indemnify and hold harmless The Company from and against any liability for any taxes, penalties or interest that may be assessed by any taxing authority with respect to the compensation paid hereunder.

Acceptance

I agree to accept my appointment and to comply with all conditions as set out in this contract for service. I acknowledge receipt of the Team Member Handbook and understand it forms part of my contract for service. I acknowledge that the company will process data relating to me for a variety of purposes and that this may include sensitive personal data. I acknowledge that the company will only process this data where it has a lawful basis for doing so. Details about the type of data held by the company, the purpose of data processing and the lawful basis on which the data is processed can be found in the company's Data Protection Policy.

We look forward to you joining us / continuing on your journey with us - and trust you will have a very happy and mutually beneficial association with us.

Kind regards,

Milandi Basel
Human Resources
(On behalf of Tommy's Tax Ltd)

Aditya Raj Anand

Name

Signature

19-10-2022

Date

Signature Certificate

Reference number: VVUON-TN9FK-37EDT-A44CI

Signer

Timestamp

Signature

Milandi Basel

Email: milandi.basel@tommystax.com

Sent:

14 Oct 2022 15:36:04 UTC

Signed:

14 Oct 2022 15:36:05 UTC



IP address: 86.41.63.36

Location: Killarney, Ireland

Aditya Raj Anand

Email: araj37181@gmail.com

Sent:

14 Oct 2022 15:36:04 UTC

Viewed:

14 Oct 2022 15:37:13 UTC

Signed:

19 Oct 2022 07:51:32 UTC



IP address: 223.233.74.180

Location: Delhi, India

Document completed by all parties on:

19 Oct 2022 07:51:32 UTC

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