



Fri 27 Jun 2025

**Ruzal Kumar**  
**India**  
**India**

Dear **Ruzal Kumar**,

Following our recent discussions, Revolut is delighted to formally offer you the position of **FinCrime Analyst (Core)** in **India** reporting into **Jasmine Leigh Ann Bower (Production Operations Manager (Core))**.

You will be employed by **Revolut Technologies India Private Limited (“Revolut”)**.

This offer below is conditional on you passing a standard employee background check and you signing our standard contract of employment. Further details will be sent once we have received your acceptance. Here are the key terms in your job offer:

#### **Place of work**

Your role will be based in **India - Remote**.

#### **CTC**

**550,000 INR** per annum, paid directly into your bank account on a monthly basis after deduction of the relevant withholdings.

#### **Working Hours**

The weekly working time is 40 hours; working days are Monday to Friday. Due to the nature of the position and depending on business requirements, we may require you to work in alternate shifts and schedules for duty which may include working on nights/ weekends or public holidays.

Working schedules and payments are prepared in accordance with The Labour Code of India.

#### **Performance bonus**

- You may be eligible for additional equity awards based on performance once you have passed your probation at Revolut. This will be decided based on performance targets set by your direct line manager after you join.
- Please note that bonus awards for regulated employees, material risks takers or identified staff are subject to applicable financial services regulations including fixed and variable compensation limits, deferrals and malus and clawbacks requirements.

This offer of employment is valid for acceptance no later than **Mon 30 Jun 2025**.

Based on your notice period with your current employer and our pre-employment background screening checks, which may take four weeks, we anticipate that your start date with Revolut would be on or before **Mon 28 Jul 2025** and no later unless otherwise agreed.

We are excited to have you on-board.

-If you have any questions, please let us know.

Best,

Revolut Talent team

**Acceptance of Conditional Offer of Employment**

By accepting this offer of employment, you confirm to Revolut that:

- 1) The offer is conditional upon you passing our standard employment and compliance background check (which based on your role *may* include education, right to work, employment history, regulatory approval, criminal and credit checks in line with applicable laws and regulatory requirements) and that Revolut may withdraw or terminate your offer of employment in the event of an unsatisfactory report. **Kindly note: during the onboarding training process, you will be subject to knowledge assessments. Not passing any test on the second attempt is a flag for suitability. This will be taken into account when considering the outcome of an employee's probation and may result in an early termination of employment.**
- 2) You have the legal right to work for Revolut in the location of hire and will provide supporting documentation of your eligibility to work to Human Resources prior to your Start Date.
- 3) You are not, and have not been, the subject of any investigation with any governmental or regulatory authority, or any self-regulatory organisation in your current or previous employment. If you are performing a regulated role, your appointment will be subject to the unconditional approval of any relevant authorities.
- 4) You are not subject to any legal obligations that would restrict you from directly or indirectly competing with your current or any prior employer, soliciting employees to leave the employ of such employers, or soliciting any clients or customers of such employers. To the extent you are subject to such obligations, you have complied and will comply with them.
- 5) The performance of your duties at Revolut does not and will not breach any legal obligations not to disclose or to use confidential or proprietary information belonging to any other employer or entity. If you are subject to such obligations, you will not disclose, use or induce Revolut or the Group Company to use any such confidential or proprietary information.
- 6) If you have notice obligation with your current employer, you will not commence employment with Revolut until the end of such notice period.

I accept the key terms of employment and benefits set out in this offer letter and any applicable side letter. SIGNED

**Please Sign Here**

**Ruzal Kumar**

**India**

**Fri 27 Jun 2025**

**Ruzal Kumar**

**Residential Address Verification**

**India**

Signed by:  
  
991A0B4AB62144A...

I hereby verify that the information provided herein above is true and correct to the best of my knowledge and belief and nothing has been falsely stated or concealed therein.

I acknowledge that the terms and conditions of my employment will be subject to the prevailing laws and regulations in the four states; **Maharashtra, Delhi, Karnataka, and Haryana.**

I understand that if the said information as given by me is proved to be false, then I will have to be responsible as per any provision of the applicable law for the time being in force as well as the benefit availed of by me or the benefit accrued to me shall be summarily cancelled.

SIGNED  
Please Sign Here  
Fri 27 Jun 2025

Signed by:  
  
991A0B4AB62144A...