

IPD ANALYTICS

IPD Analytics India Private Limited | G-92, Basement Kalkaji, New Delhi – 110019

February 11, 2025

To,
Sabaresh Sundher
5A/27 South Red Hills Road
Villivakkam
Chennai, Tamil Nadu – 600049

APPOINTMENT LETTER

Dear Sabaresh,

Welcome to IPD Analytics!

We are pleased to appoint you as Senior Research Pharmacist with effect from February 11, 2025 (hereinafter referred to as the “Employee”/ “you”) at **IPD Analytics India Private Limited**, a private limited company incorporated and validly existing under the provisions of the Companies Act, 2013 and having its registered office at G-92, Basement Kalkaji, New Delhi – 110019, (hereinafter referred to as the “Company”). We are positive that you will find your career with the Company challenging and rewarding.

The terms and conditions of your appointment with the Company shall be as follows:

1. Place of Work

You shall be working from the place as may be intimated to you by the Company and will be given an option to work from home as per the Employment Manual (*defined hereinafter*) of the Company. You will be transferred temporarily or permanently to any other location/department within or outside India or to any of the subsidiaries, present or future affiliates or associated or parent companies as per the discretion of the Company and further as part of any restructuring or amalgamation or such other plan implemented by the Company. In such an event, you will be governed by the rules and regulations of the transferred place/entity.

2. Reporting, Duties and Responsibilities

You will report to the person as may be intimated by the Company and shall discharge the duties and responsibilities as provided under **Annexure – A** of this appointment letter and as instructed from time to time, subject to and in accordance with the terms of this appointment letter, as well as the policies mentioned in employment manual of the Company (“**Employment Manual**”). The Employment Manual shall be available at all times at the Company premises, and it is your responsibility to well-versed yourself with the Employment Manual, as may be amended from time to time and applicable to all the employees of the Company.

3. Probation

You will be required to serve a period of 3 (three) months from the commencement date of your employment as probation (“**Probation**”). Post expiry of the Probation, the Company may confirm your employment at its sole discretion, subject to the provisions as mentioned hereinbelow in sub-clause 3.1 and 3.2. In case the Company is of the opinion that you have rendered unsatisfactory performance during Probation, the Company reserves the right to either:

IPD ANALYTICS

IPD Analytics India Private Limited | G-92, Basement Kalkaji, New Delhi – 110019

- 3.1 extend the Probation for such period as the Company may deem fit or;
- 3.2 terminate your employment with the Company as per termination provisions mentioned in Clause 13 of this appointment letter.

4. Remuneration

- 4.1 For all the services rendered by you as per the terms of this appointment letter, the Company shall pay you an annual gross salary of INR 9,50,000/- (Rupees Nine Lakhs Fifty Thousand only), subject to deduction of tax at source as prescribed under the Income Tax Act, 1961 (such amount shall be the total cost to the Company, in accordance with the breakdown enclosed in **Annexure – B** of this appointment letter. You shall be entitled to payment of the aforementioned amount specified in this sub-clause by last working day of the month.
- 4.2 Any and all increments/ benefits/ bonuses provided by the Company to you shall be performance linked and as per the policy mentioned in the Employment Manual of the Company, as may be amended from time to time. The Company will reimburse you for all costs and expenses reasonably incurred by you in performance of your duties in accordance with the Employment Manual, provided you furnish the receipts of appropriate vouchers for the expenses incurred by you and as may be pre-approved by the Company/Human Resource Department.

5. Working Days, Hours of Work, Leaves and Holidays

The working days, hours of work, leaves and holidays in respect to your employment shall be as prescribed by the Company in the Employment Manual, as may be amended from time to time. You shall be required to abide by the same and related rules and policies made by the Company in furtherance to this appointment letter.

6. Obligations and Duties of the Employee

- 6.1 You shall devote your full time and attention to the business of the Company and shall assume and perform such further responsibilities and duties in a competent and professional manner as may be assigned or directed by the Company.
- 6.2 You shall not engage in any other business activity or render commercial and/or professional service of any nature to any person or organization, whether or not for personal/pecuniary gain that would create conflict of interest with the Company, without obtaining the prior written consent of the Company.
- 6.3 You shall not bind the Company to any commitment or obligations to third parties (whether in contract, tort or otherwise) or make any advertisements or public announcement in relation to the Company without the prior written approval of the Company.
- 6.4 You shall maintain in good condition the Company property, which may be entrusted to you for the official use during the Term of this Agreement and shall return all the Company property to the Company as per the terms enumerated under the Employment Manual.

IPD ANALYTICS

IPD Analytics India Private Limited | G-92, Basement Kalkaji, New Delhi – 110019

6.5 You shall ensure complete compliance with all the applicable data protection laws whether in India or in any other applicable jurisdiction, which includes the Regulation (EU) 2016/679 (General Data Protection Regulation) (“**GDPR**”), and/or any other data protection laws and any amendments made thereto, as per the terms more particularly enumerated under the Employment Manual of the Company.

7. Representation and Warranties

7.1 You represent and warrant to the Company that:

7.1.1 you have the full right, power, and authority to execute, deliver and perform the duties as per the terms of this appointment letter;

7.1.2 you are not currently and have not ever been subject to expulsion, bar, suspension or other disciplinary proceeding or action from or by any statutory or regulatory authority;

7.1.3 you have furnished accurate information and references to the Company in furtherance to your employment with the Company and have not concealed any material information which may affect your employment with the Company. In the event, any information and/or reference checks provided to the Company by you turn out to be false or misleading upon verification conducted by the Company and/or via any other reliable source, etc. the same shall lead to immediate termination, as per the terms of this appointment letter and any policies of the Company;

7.1.4 the execution of this appointment letter by you and performance of the duties and obligations hereunder does not result in any breach or constitute a default under any agreement to keep in confidence any information acquired by you or be in conflict with or prohibited by any agreement to which you are a party or by which you may be bound or in trust, prior to the employment with the Company; and

7.1.5 you have returned all property and confidential information belonging to all prior employers, if any. You have not entered into, and agree that you will not enter into, any agreement either written or oral in conflict herewith or in conflict with the employment with the Company (including but not limited to a non-competition agreement with any third party relating to the current, proposed or future business of the Company).

7.2 In addition to representations, warranties and covenants made by you, you hereby covenant that:

7.2.1 you shall comply with anti-corruption laws as may be applicable in India or outside India and shall not cause the Company or its group companies to be in violation of any such anti-corruption law;

7.2.2 there have been no allegations, claims, investigations, indictments, prosecutions, charges, or other enforcement actions against you relating to bribery, corruption, money laundering, fraud, obstruction of justice, racketeering, or any other legal or ethical violation;

IPD ANALYTICS

IPD Analytics India Private Limited | G-92, Basement Kalkaji, New Delhi – 110019

- 7.2.3 you shall ensure that no part of any payment, compensation, reimbursement or fee paid by the Company to you pursuant to your employment or otherwise will be used directly or indirectly as a corrupt payment, gratuity, emolument, bribe, kickback or other improper benefit to a public official or entity;
- 7.2.4 if you have information or believe that there may be a violation of any Anti-Corruption Laws in connection with the performance of this appointment letter or the work performed for the Company, you shall immediately notify the Company of such knowledge or suspicion and;
- 7.2.5 you shall not give, or offer or promise to give, any money or other benefits to a public official for the purpose of having the public official act or refrain from acting in a particular way in relation to your duties, or having the public official use your position to influence another public official to act or refrain from acting in a particular way in relation to that official's duties, in order to obtain illicit gains in business with regard to any commercial transactions.

8. Inventions and Intellectual Property Rights

- 8.1 For the purpose of this clause, “**Invention**” shall mean and include any invention, patents, patent applications, trade secrets, mask works, ideas, formulas, data, computer program/software, other works of authorship, know-how, improvements, discoveries, developments, techniques improvement, method, process, advertisement, concept, system, apparatus, designs, or database and “**Prior Invention**” shall mean such Invention, if any, of you conceived or made prior to the commencement of your employment with the Company and as further enumerated in **Annexure – C** of this appointment letter. If you during the course of your employment with the Company, incorporates a Prior Invention into a Company product, process, machine or otherwise, you, hereby grants to the Company an exclusive, royalty-free, irrevocable, perpetual, worldwide license (with rights to sublicense through multiple tiers of sub-licensees) to make, have made, modify, use and sell such Invention. You agree that you shall not incorporate, or permit to be incorporated, Prior Inventions in any Company Inventions without the Company’s prior written consent.
- 8.2 You further agree and acknowledge that every Invention including any discoveries, improvements, copyrightable material, trademarks ideas and concepts which you may, at any time during your employment with the Company, make, devise, develop or conceive, individually or jointly with others, whether during the Company’s business hours or otherwise, related in any manner to the Company’s business or may be useful to the employer in connection with the Company’s business shall belong to and be the exclusive property of the Company and you shall make full and prompt disclosure to the Company of every such Invention.
- 8.3 You further agree to execute such papers and perform such lawful acts as the Company deems to be necessary or appropriate to allow the Company to exercise all rights, title and interest in such patents, trademarks, copyrights including executing, acknowledging and/or delivering to the Company upon request and at its expense, assignments of such Invention and applications for patents, trademarks, copyrights and mask work rights to be issued therefore, in any and all countries worldwide and to vest sole and exclusive title thereto in the Company.

IPD ANALYTICS

IPD Analytics India Private Limited | G-92, Basement Kalkaji, New Delhi – 110019

8.4 You agree and undertakes that:

- 8.4.1 the ownership of, and all rights, title, and interest in any and all Intellectual Property Rights including any and all data, information, ideas, discoveries, inventions, improvements, know-how, work product, designs, copyrights, trademarks, computer software, industrial property, patents, inventions, improvements, original works of authorship, formulas, processes, compositions of matter, computer software programs, databases, mask works and all other like and unlike forms of intellectual property, trade secrets, whether or not patentable and whether now or hereafter existing (“**Intellectual Property Rights/ IPR**”) related to or derived from such Intellectual Property Rights developed or created from time to time by you, shall vest in the Company and the Company shall have the right to edit, copy, add to, take from, adapt, alter and translate such Intellectual Property Rights;
- 8.4.2 in consideration of your employment with the Company, you hereby transfer and assign in favour of the Company, all rights, title, and interest in and to all the Intellectual Property Rights, together with the rights to sublicense or transfer any and all rights assigned hereunder to third parties, in perpetuity. You agree that such assignment shall be perpetual, worldwide and royalty free. You hereby waive all moral rights that you may have in the Intellectual Property Rights so assigned to the Company; and
- 8.4.3 You shall, whenever requested so to do by the Company whether during or after the termination of employment hereunder, at the cost of the Company execute and sign any and all applications, assignments, powers of attorney and other instruments which the Company may deem necessary or advisable in order to apply for and to obtain letters, patent, design, registration or other forms of protection for the above-mentioned Intellectual Property Rights in such countries as the Company may direct and to vest in the Company the whole, right, title and interest therein. You agree that if the Company is unable to secure your signature on any instruments, the Company shall be entitled to execute any such instruments as your agent and you hereby irrevocably designate and appoint the Company as your agent to execute any such instruments on your behalf, and to take any and all actions as the Company may deem necessary or desirable in order to protect its rights and interests in the Intellectual Property Rights and any improvements, inventions and discoveries attributable to you.

9. Confidentiality and Data Protection

- 9.1 You acknowledge that during your employment, you will have access to information about the business and the Company and that your employment with the Company shall bring you into close contact with many confidential affairs of the Company, its affiliates or representatives, including without limitation, information regarding the following whether or not marked confidential information including or relating to the Company or its customers or other third parties including the following (i) inventions, Intellectual Property Rights, trade secrets, ideas and know-how including the work product; (ii) information relating to the development, utility, operation, functionality, performance, cost, present and proposed businesses, formulae, ideas, strategies, techniques, policies, data related to employees, present or proposed vendors/customers, research and development, financial statements, budgets and other financial details, business and marketing plans, forecasts, licenses, price lists, quotes, bids, controls,

IPD ANALYTICS

IPD Analytics India Private Limited | G-92, Basement Kalkaji, New Delhi – 110019

operating procedures, responsibilities, policies and procedures, software programs and files, operating manuals, user manuals documentation etc.; (iii) confidential and proprietary information of third parties, including former, existing or prospective agents, customers, partners, vendors, suppliers or affiliates; (iv) the terms and conditions of this Agreement; and (v) and all record bearing media containing or disclosing the above information or techniques, whether identified as “confidential” expressly or not (collectively, “**Confidential Information**”). You acknowledge that such Confidential Information is not readily available to the public and has been developed by the Company at great effort and expense. The Confidential Information does not include information that (a) is or becomes a part of the public domain through no act or omission from you, (b) is disclosed to you by a third party without restrictions on disclosure, (c) was in your lawful possession without obligation of confidentiality prior to the disclosure and was not obtained by you either directly or indirectly from the Company, or (d) is independently developed by you outside the course of your employment with the Company and without use of the Confidential Information.

- 9.2 In recognition of the foregoing, during and after the termination of your employment (regardless of the reason for such termination of the employment) you shall not, without the prior written consent of the Company, retain, use, publish, disseminate, distribute, disclose in any manner whatsoever or make available for anyone to use (except in the course of your employment by, with prior permission of the Company) any Confidential Information and you shall during the continuance of your employment with the Company prevent the unauthorized publication or misuse of any of the Confidential Information.
- 9.3 You hereby represent and warrant that the performance of your obligations under this appointment letter will not breach any agreement to maintain in confidence proprietary information acquired by you prior to your employment by the Company.
- 9.4 The Company may hold and process your personal data for the purposes of complying with this appointment letter and you agree to provide your consent for use of such personal data by the Company for the purposes of your employment, its obligations under applicable law or such other legislations as may be applicable to the Company and in its legitimate interests. You will comply with any data protection policy communicated to you from time to time by the Company and shall comply with all applicable data protection legislation whether in India or in any other applicable jurisdiction, when processing personal data in the course of performing its services and assigned tasks, including personal data relating to any employee, customer, client, supplier or agent of the Company. You will ensure that any personal data relating to clients or customers of the Company will be held securely and will not be processed or communicated to any third parties.
- 9.5 You shall return to the Company all the Confidential Information including such materials, Company property and medium from which any Confidential Information may be ascertained or derived, all documents, any and all drawings, notes, memorandum, specifications, devices, formulas, together with all copies thereof, and any other material containing or disclosing any Inventions, third party information or Confidential Information of the Company or records, data, apparatus, equipment and physical property, whether or not pertaining to Confidential Information, which are furnished to you by the Company or are produced by you in connection with your employment with the Company, within 5 (five) days as and when requested by the

IPD ANALYTICS

IPD Analytics India Private Limited | G-92, Basement Kalkaji, New Delhi – 110019

Company and in any event, upon the termination of your employment for any reason whatsoever.

9.6 You shall not be held liable in the event you are required to disclose Confidential Information as a result of an order of a governmental agency, legislative body, or court of competent jurisdiction provided that you shall prior to such disclosure duly and timely notify the Company in writing of the full circumstances of the required disclosure and the Confidential Information that must be disclosed. You shall also take all such necessary steps as may be reasonable and practicable in the circumstances to agree to the contents of the required disclosure with the Company prior to such disclosure. You further agree that you shall consult with the Company as to the possible steps to avoid or limit the required disclosure, and to take such reasonable steps to ensure such disclosure would not result in significant adverse consequences to the Company. You shall gain assurances as to confidentiality from the body or authority requiring the disclosure and upon the request and reasonable expense of the Company, you shall fully cooperate with the Company in contesting such disclosure.

10. Non-Compete and Non-Solicitation

10.1 You acknowledge that in the course of your employment with the Company, you are likely to obtain from time-to-time knowledge of trade secrets, Intellectual Property Rights and any other Confidential Information of the Company and its affiliates, representatives and shall also have dealings with the customers, distributors, and suppliers of the Company. You acknowledge that you possess requisite technologies and skill sets which, if deployed by you after you cease to be an employee or cease to be associated with the Company, would result in competing against the Company by you. You, therefore, undertake the following to the Company.

10.1.1 That without prejudice to any other duty implied by law, you shall not, during the Term of your employment with the Company, and for a period of 2 (two) years after the cessation or termination of employment, personally or through any person, or through a partnership or as a proprietor, shareholder, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, manager, office bearer, or agent or other body corporate in any other manner whatsoever, whether for profit or otherwise:

- (i) be involved directly or indirectly in any business that is identical or similar to the business of the Company as is carried on from time to time (“**Competing Business**”) in any state, district, locality in India or a country in which the Company conducts or has conducted business (“**Competing Territory**”);
- (ii) except on behalf of the Company, canvass or solicit business for services similar to those being provided by the Company from any person who is a customer of the Company;
- (iii) induce or attempt to induce any customer/client of the Company to cease to be a customer/client, or to restrict or vary the terms of the contract to, with the Company or otherwise interfere with the relationship between such a customer/client and the Company (save and except actions taken during the course of your employment with the Company in exercise of your power and

IPD ANALYTICS

IPD Analytics India Private Limited | G-92, Basement Kalkaji, New Delhi – 110019

authority as an Employee of the Company and in, what you reasonably believe to be, in the best interest of the Company); or

- (iv) induce or attempt to induce any director of the Company, senior management personnel or any employees of the Company to leave the employment of the Company for any reason whatsoever;

10.1.2 That, you shall not use or (insofar as you can reasonably do so) allow to be used any trade name used by the Company, or any other name calculated or likely to be confused with such a trade name.

10.2 You and the Company hereto recognize that the foregoing covenants as mentioned in this Clause 10 and the time and other limitations with respect thereto, are reasonable as to duration and subject matter, properly required for the adequate protection of the value and goodwill of the Company and agree that such limitations are reasonable with respect to the business of the Company.

11. Indemnification

You shall be solely responsible for your behavior and conduct while under the employment of the Company. The Company shall not in any way be responsible in this regard either in part or in full. You shall be liable to indemnify and keep the Company, its directors, officers, and other employees indemnified against all losses, action, demand, liability, expense (including fees and disbursements of counsel) claims, costs, damages, judgements, settlements, and penalties that the Company and/or its directors, officers and other employees may be subjected to (i) on account of any gross negligence, willful misconduct, recklessness, intentionally wrongful act or fraud committed by you; (ii) any action or omission or any misconduct on your part in performance of your duties; (iii) inaccuracy or untruthfulness of any representation or warranty made by you; and (iv) violation or alleged violation of any applicable laws in relation to this appointment letter. You shall further indemnify the Company for loss of any Company property, or any Confidential Information stored and/or recorded in the company property entrusted to you during your employment. The Company shall have no liability towards you with respect to any claims or damages arising out of, in connection with, or resulting from your employment, whether in contract, tort (including negligence of any degree) or otherwise except for the payment of salary under Clause 4 subject to the terms of this appointment letter and the Employment Manual. This clause shall survive the termination of this appointment letter.

12. Remedies

12.1 In the event of a breach or a threatened breach of any of the covenants contained in this appointment letter, the Company shall be entitled to have such covenants enforced by any court having jurisdiction and shall further be entitled to the remedies of injunction, specific performance, or any other equitable relief for any threatened or actual breach of the terms of this appointment letter.

12.2 No right, power or remedy herein conferred on the Company is intended to be exclusive of any other right, power, or remedy. Every right, power and remedy shall, to the extent permitted by law, be cumulative and in addition to every other right, power and remedy given hereunder or

IPD ANALYTICS

IPD Analytics India Private Limited | G-92, Basement Kalkaji, New Delhi – 110019

now or hereafter existing at law or in equity or otherwise and may be exercised from time to time and as often and in such order as may be deemed expedient by the Company. This Clause 12 shall survive the termination of this appointment letter.

13. Term and Termination

- 13.1 Subject to you providing all the relevant documentation and completing the onboarding formalities of the Company, the term of your employment shall commence from the effective date and shall continue until this appointment letter is terminated in accordance with the terms hereof.
- 13.2 During the Probation period, the Company shall be entitled to terminate you by giving a prior written notice of 7 (seven) days or salary in lieu thereof. Further, in the event you intend to terminate your employment with the Company during Probation, you will be required to provide a prior written notice period of 7 (seven) days to the Company or salary in lieu thereof.
- 13.3 The Company can, at any time, terminate this appointment letter without cause by giving you a prior notice period of 2 month(s) or salary in lieu thereof. In the event, you intend to terminate your engagement with the Company then you would be required to provide prior written notice period of 2 month(s) or salary in lieu thereof.
- 13.4 The Company may, at any time, terminate this appointment letter immediately, without prior notice, for “*cause*”, where “*cause*” means but is not limited to the following:
 - 13.4.1 you have committed gross misconduct (whether by one or several acts or omissions); or
 - 13.4.2 you, as determined by the Company in its reasonable judgement and good faith, have willfully and knowingly committed a material act or omission or fraud, misappropriation, embezzlement, theft, dishonesty, breach of fiduciary duty involving personal benefit or act or omission otherwise inimical to the interests of the Company; or
 - 13.4.3 you have been found guilty of any criminal offence or offence involving moral turpitude; or
 - 13.4.4 you commit any serious or repeated or continual breach of any of your obligations under this appointment letter or as set out in the policies and procedures of the Company; or
 - 13.4.5 you are guilty of gross negligence in the discharge of your duties under this appointment letter; or
 - 13.4.6 by your actions or omissions, you bring the name or reputation of the Company into serious dispute or prejudice the interests of the business of the Company or cause the Company to be involved in any legal controversy; or
 - 13.4.7 by your actions or omissions, there are grounds for the immediate termination of your employment; or

IPD ANALYTICS

IPD Analytics India Private Limited | G-92, Basement Kalkaji, New Delhi – 110019

- 13.4.8 your continued inadequate performance pursuant to the employee performance evaluation and performance improvement plan, in which case the Company may serve a notice period of 1 (one) month or salary in lieu thereof prior to termination of your employment at its discretion.
- 13.5 Your termination hereunder shall be without prejudice to any rights which have accrued to the Company at the time of termination and termination of employment shall not release you from your obligations and liabilities accrued prior to the date of termination.
- 13.6 You acknowledge and agree that the failure to comply with the obligation of serving the requisite period of notice as contemplated under sub-clause 13.2 and 13.3 hereinabove by you, shall entitle the Company to resort to appropriate legal recourse available to it, including withholding of wages subject to applicable laws.
- 13.7 You acknowledge that you will obtain a “No Dues and No Claims Certificate” from all the concerned departments before being relieved from the Company. Your full and final settlement regarding the accrued salary to be paid (if any) upon termination of your employment with the Company would be subject to submission of the Company’s property and/or information by you to an authorized representative of the Company for this purpose.

14. Governing Law and Jurisdiction

This appointment letter shall be governed by and construed exclusively in accordance with the laws of India. Each party consents to the exclusive jurisdiction to the courts of New Delhi, India in all matters arising out of or relating to the appointment letter and any order, decree, direction shall be final and binding on the parties. The parties shall pay for their own respective attorneys’ fees and costs for the resolution of the dispute under the appointment letter.

15. Miscellaneous

- 15.1 **Notices:** Notices shall be given to the Company at its registered office address and simultaneously to IPD Analytics Inc. Any notice given by the Company to you shall be delivered at the address set out above.
- 15.2 **Entire Agreement and Amendment:** This appointment letter supersedes and cancels any and all previous understandings, representations and agreements of whatever nature between you and the Company with respect to the matters covered herein. This appointment letter read with the employment policy (as notified/amended from time to time) of the Company set forth the entire arrangement between the parties with respect to the subject matter herein and may be amended only by an agreement in writing signed by all the parties hereto.
- 15.3 **Survival:** The provisions entailed under Clauses 7 (*Representations and Warranties*), 8 (*Inventions and Intellectual Property Rights*), 9(*Confidentiality and Data Protection*), 10(*Non-Compete and Non-Solicitation*) 11 (*Indemnification*), 12 (*Remedies*), 13 (*Term and Termination*), 14 (*Governing Law and Jurisdiction*) and Clause 15 (*Miscellaneous*) shall survive your termination and the assignment of this appointment letter by the Company to any successor in interest or other assignee.

IPD ANALYTICS

IPD Analytics India Private Limited | G-92, Basement Kalkaji, New Delhi – 110019

Please return a duplicate copy of this letter in token of acceptance of your appointment and the terms and conditions thereof.

We look forward to your long association with us.

For IPD Analytics India Private Limited



Ranga Raju Kanumuri
Executive Director

I confirm that I have read and understood the contents of this appointment letter, and employment policy in full along with the above terms and conditions and accept my obligations and liability relating to the same. Therefore, I accept my employment with the Company on the term and conditions set forth above and the corresponding annexures.

Signature:

Name:

Date:

Address:

(Annexures to follow)

IPD ANALYTICS

IPD Analytics India Private Limited | G-92, Basement Kalkaji, New Delhi – 110019

ANNEXURE – A

Roles and Responsibilities

1. Maintain drug management intelligence for drugs and therapeutic classes.
2. Assists Senior/Principal Researcher, Clinical Pharmacist and Director/VP of Clinical Pharmacy in management of customer requests.
3. Assists in the maintenance of the IPD Analytics P&T customer portal, including Access Hub.
 - Formulary Tracking
 - Criteria Tracking
 - Copay and Patient Assistance Programs
 - Clinical Guidelines
 - Therapeutic Class maintenance and assists in authoring publications.
4. Performs ad-hoc computer analysis. Works with IT and Product Development teams in the analysis of pharmacy data and preparation of special data programs.
5. Performs other projects and duties as may be assigned or required.
6. Answers questions related to medications and utilization from subscribers.

IPD ANALYTICS

IPD Analytics India Private Limited | G-92, Basement Kalkaji, New Delhi – 110019

ANNEXURE – B

Remuneration Structure

Salary Components	Per Month	Per Annum
Basic Salary	₹ 31,500	₹ 3,78,000
House Rent Allowance	₹ 15,750	₹ 1,89,000
Education Allowance	₹ 800	₹ 9,600
Leave Travel Allowance	₹ 2,625	₹ 31,500
Food Allowance	₹ 2,200	₹ 26,400
Special Allowance	₹ 16,295	₹ 1,95,540
Reimbursements:		
Mobile/Internet	₹ 1,500	₹ 18,000
Newspaper/Journals	₹ 1,000	₹ 12,000
Car Maintenance	₹ 3,300	₹ 39,600
Other Benefits:		
NPS (Employer)	₹ 0	₹ 0
EPF (Employer)	₹ 3,780	₹ 45,360
Gift Card		₹ 5,000
Grand Total	₹ 78,750	₹ 9,50,000
Deductions:		
EPF (Employee)	₹ 3,780	₹ 45,360
Income Tax	TBD	TBD

Note: This Structure is subject to change based on changes in Company policies, Government regulations and Employee preferences.

IPD ANALYTICS

IPD Analytics India Private Limited | G-92, Basement Kalkaji, New Delhi – 110019

ANNEXURE – C

Prior Inventions

1. Except as listed in article 2 below, the following is a complete list of all inventions or improvements that have been made or conceived or first reduced to practice by you alone or jointly with others prior to your engagement with the Company:

- Any inventions or improvements Tick in the below space as applicable

Yes []

No []

- If Yes, then mention below the details of the inventions or improvements that are not of confidential nature:

- Additional sheets attached:

2. Due to a prior confidentiality agreement/obligation, I cannot complete the disclosure under article 1 above with respect to inventions or improvements generally listed below, the proprietary rights and duty of confidentiality with respect to which I owe to the following party(ies):

Invention or Improvement	Party(ies)	Relationship
---------------------------------	-------------------	---------------------

a. _____

b. _____

- Additional sheets attached: