

Date: 19th May 2023

Ref. No: Continental/TCI/2023

Kiran Khadakbhavi
Bangalore

Offer Cum Appointment Letter

Dear Mr. **Kiran Khadakbhavi**,

This is with respect to your application and the subsequent interviews you had with us. We are pleased to extend an offer of employment with Continental Autonomous Mobility India Private Limited, as per the below terms and conditions

Grade : CG 8T
Designation : Trainee (GET)
Work Location : Bangalore
BU : AM

1. **Salary and Benefits**

Your training duration will be for a period of one year. During this training period you will be paid with an annual compensation of **INR.6,00,000 /- pa**

In addition to the above, you will be entitled to certain allowances/benefits as mentioned in the enclosed Annexure I. For details of allowances kindly refer Annexure II.

2. **Work Place**

You are initially appointed to work in our Technical Center, Bangalore. However, you are liable to be transferred to any department or establishment forming part of the Company, or associate companies or business associate anywhere in India or overseas, temporarily or permanently.

3. **Service Agreement**

This employment offer is based on your consent to stay in service of Continental for a minimum period of 3 years, considering the substantial efforts management is offering to invest in you for your GYT program and beyond. Therefore, as a Graduate Engineer Trainee, you are required to sign a Service Agreement for 3 years with us on the date of joining. The details of the same have already been communicated to you.

4. **Working hours**

You will be governed by the working hours prevailing in the establishment in which you work. You will be notified of your actual duty timings from time to time. You may also be required to work in shifts as and when considered necessary by the Company.

5. Probation

You will be on training period for one year, which may be extended at the discretion of the Company after assessing your performance. During the training period, either party is at liberty to discontinue the appointment by affording the other party 30 days or payment in lieu thereof, provided no notice is necessary in the event of termination by the Company on account of misconduct.

6. Confirmation

On successful completion of training or any extension thereof, you will be confirmed in the services of the Company. Confirmation shall take effect only upon issue of a confirmation letter and from the date given in the letter. Thereafter your employment will be subject to termination by affording three months notice, in writing, by either party. This notice period can be curtailed only on Management approval. If you wish to be relieved earlier, you have to pay the company an amount equal to your basic salary for the unfulfilled notice period, provided the management agrees to relieve you early.

7. Background Checks

Continental Autonomous Mobility India Private Limited may, at its discretion conduct background checks to validate your identity, the address provided by you, your education details and details of your prior work experience, if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. If the company is not satisfied, in its sole discretion, with the outcome of the background checks, the company reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

8. Service Conditions

You will be governed by rules, regulations and service conditions as per Annexure III, applicable to the employee of your cadre working in the establishment of the company in which you will be working. In addition to the above, you will be governed by the terms and conditions as mentioned in Annexure IV and Code of Conduct in Annexure V. The Company, however, reserves the right to add, alter and amend the said service conditions as may be considered necessary from time to time. In order to remain competitive in the continuously changing business and economic environment our Company undertakes a number of effectiveness improvement programs and movements such as CIM, Re-engineering, ISO/QS 9000, TS 16949, Cost reduction etc. For increasing individual effectiveness, the Company believes in Continuous Training and Development and provides opportunities for all employees. You will actively participate and contribute in all these movements, programs, Training and Development processes and enhance your and organization's competence.

9. Your selection and appointment is based on :

- a. The Information / content stated in your application form. If the information stated in your form is not correct or untrue or incomplete, the company reserves the right to withdraw the offer of employment before you join the service or terminate your service at any time without notice or compensation after you have taken up service
- b. Your agreement to the terms and conditions of the service which are attached herewith

10. As per our Company Policy, age of retirement is 58 years.

Kindly confirm the acceptance of the offer along with the date of joining in writing on or before the above mentioned date to Mr. Rajesh Panicker at rajesh.panicker@continental-corporation.com

The offer stands automatically withdrawn thereafter, unless the offer validity date is extended in writing by us.

11. You are requested to join at the below mentioned address, with the documents listed in Annexure- VI

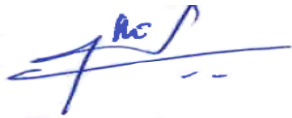
Continental Autonomous Mobility India Private Limited,
Technical Center India, South Gate Tech Park,
Plot No 01, Veerasandra Industrial Area, Sy No. 17, 18, 19 & 20
Hosur Main Road, Attibele Hobli, Anekal Taluk
Bangalore 560 100

12. On your day of joining, you are requested to report to **Ms. Divyalakshmi B** from HR department at 9am.
Please carry the original documents along with an additional copy as specified in the joining checklist

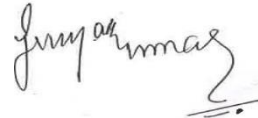
13. You are requested to return duplicate copy of this letter as a token of your acceptance during the time of joining
along with your signed copy of Annexure I, Annexure III, Annexure IV and Annexure V.

14. We are sure that our working environment will be conducive in helping you grow professionally as well as personally.
We welcome you to the organization and look forward to a long and mutually beneficial association.

Sincerely,



Sudeepth Puthumana
Head of Engineering-Autonomous Mobility, Segment



Ajay Kumar
Country HR Head- Continental, India

Encl:

- Annexure I – Compensation details
- Annexure II – Details of allowances
- Annexure III – Terms and Condition of Employment in relation to Inventions made by the Employee.
- Annexure IV- Terms and conditions of Employment
- Annexure V - Code of Conduct
- Annexure VI -Joining check list

I accept the above terms and conditions.

My Joining date will be:

Signature: _____
(Kiran Khadakbhavi)