

CONFIDENTIAL

29th February, 2024

Mr. Abhishek Naik
HNo. 280/7, Bimbol
Collem, Dharbandora
Goa

Sub: Letter of Appointment

Dear **Abhishek**,

Congratulations!!! We are pleased to issue the letter of appointment to you for the position of **Process Analyst** in Grade **3B2** based at Santa Monica Works, Goa.

Deccan Fine Chemicals (India) Private Ltd. engages in the business of custom manufacturing of agrochemical active ingredients and intermediates and fine chemicals. The company was incorporated in 2006 and is based in Hyderabad, India.

The terms and conditions of your appointment are set out as below. This offer is subject to you being medically fit; verification of your credentials/documents and satisfactory checking of background/character from the references. In the instance that either of the above are reported as negative or unsatisfactory, this offer letter becomes null and void ab initio.

Please return the duplicate copy of this letter, duly signed by you, as token of your acceptance of the terms and conditions.

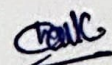

1. Code of Conduct

During your employment you must comply with all Company's policies and codes of practice.

2. Duties

You shall perform the duties allotted to you in responsible fashion. In this connection you shall;

- faithfully safeguard the interests of the Company;
- comply with the general regulations and the special instructions issued to you;
- not engage in any other gainful activity in so far as it is incompatible with your obligations to the Company; in all cases of doubt you shall obtain written authorization from the Company;
- Conscientiously preserve the Company's business and manufacturing secrets both during the currency of the employment relationship and after its termination.

A handwritten signature in blue ink, appearing to be "Ravi".A handwritten signature in blue ink, appearing to be "Devi".