

16th August 2021

Dear **Mr. Swen Varghese**,

This is with reference to the discussion that we had in respect of duties' with Aster (Company). You shall be providing clinical services (the 'Services') in **Aster Medcity- Clinical Research Study as Clinical Research Associate, on Locum*** basis.

For the purpose of ensuring coordinated services, you shall be coordinating with HOD or any other person nominated by the management for conducting various clinical activities.

This arrangement shall be in effect from **16th August 2021 to 15th November 2021** unless terminated earlier by the Company. During the period you will be working as per the requirement on specific dates or for **maximum 26 duties in a month** as mutually agreed between company and yourself. You shall serve notice of resignation at least 07 days prior to the intended date of resignation.

In consideration of the services rendered by you, you shall be paid a consolidated amount of **Rs. 925/- per duty** payable on monthly basis. The payment is subject to tax deduction at source as applicable.

You shall not be eligible for any of the Statutory/Non-Statutory benefits given to the regular employees of the company. Company is not liable for any injury sustained or health conditions that may arise during the course of Locum period. There is no guarantee or expectation that this Locum contract will result in fixed employment with the Company.

During this fixed term locum contract, you will be governed by the rules and regulations, code of conduct and sexual harassment policy of the company, and applicable laws. The company reserves rights to forthwith terminate this contract with or without notice upon breach of company policies

Thank you,

Yours faithfully,

For **Aster Medcity**,


Nijoy Peter M.
Manager – Human Resources


Mr. Swen Varghese.

***Locum** - a person who stands in temporarily for other Doctor of the same profession.

16th November 2021

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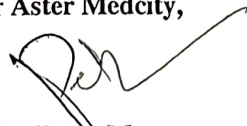
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This arrangement shall be in effect from **16th February 2022 to 15th March 2022** unless terminated earlier by the Company. During the period you will be working as per the requirement on specific dates or for **maximum 26 duties in a month** as mutually agreed between company and yourself. You shall serve notice of resignation at least 07 days prior to the intended date of resignation.

In consideration of the services rendered by you, you shall be paid a consolidated amount of Rs. 925/- per duty payable on monthly basis. The payment is subject to tax deduction at source as applicable.

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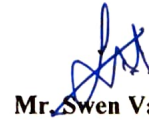
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