

OFFER LETTER

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We, Go Digit General Insurance Limited, are pleased to make an offer of employment to you.

Please refer to your meetings with us at Go Digit General Insurance Limited, we are pleased to make an offer of employment to you.

You shall be appointed to the position of Consultant - Customer Happiness and will be located at Pune.

Your Gross Annual Compensation (Cost to Company) will be Rs. 3,10,000/- (Three Lakhs Ten Thousand Only). Detailed CTC breakup is enclosed with this letter.

Your Gross Annual Compensation will include a performance-linked variable of 15% subject to achievement of pre-defined targets.

You shall work six days a week in shifts and on rotation basis. The shift timing can be as per the company's requirement. Your shift will be of 9 hours including a one-hour lunch. You shall not be entitled to any overtime payment on Sunday and would depend on the working hours of the company (including off), depending on the business requirements.

your Gross Annual Compensation (Cost to Company) will be allocated to the position of Consultant - Customer Relationship Manager (₹ 10,00,000 Only). Detailed CTC breakup is enclosed with this letter.

Your Gross Annual Compensation will include a performance-linked variable of 15% subject to achievement of pre-defined targets.

You shall work five days a week in shifts and on rotation basis. The shift timing can be as per the roster provided. Your shift will be of 9 hours including a one-hour lunch. You shall be entitled to a weekly off (Sunday and would depend on the work schedule), depending on the shift.

You shall be required to work for 6 days a week in shifts and on rotation basis. The shift timing can be as per the roaster by the Company between 12:00 am to 11:59pm. The shift will be of 9 hours including a one-hour lunch. You shall be for a day rotational weekly off, which may or may not be a Saturday or Sunday and would depend on the work schedule to you by the Company. You may be required to work overtime occasionally (including on weekly off), depending on the

employment shall be governed by the terms and conditions of your Appointment letter and Company's code of which shall be considered as final and binding.

employment with the Company is subject to:
accuracy of the testimonials and information provided by you; and,
acceptance of this offer with a return receipt within 5 working days
successful verification of all documents submitted by you and your background verification by the Company.
are clearing an exam/certification that the Company arranges.

On acceptance of this offer, your appointment shall be provisional and you shall be on probation. Your services shall be confirmed on the basis of the completion of the following conditions ;

1. Completion of a special certification training course, post which you are required to attend written and oral examinations.
2. Your appointment is subject to you attaining a minimum score of 80% or above in the said exams. You will be given three attempts to clear this exam. Failure to clear this exam will lead to you being relieved from the services and ending your employment with immediate effect.
3. Completion of six months of service.

Completion of six months of service

of probation period you shall be deemed to be confirmed in Company's Service, unless the Company specifically in writing otherwise.

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BACKED BY FAIRFAX

1.8 Termination of services:

1.8.1 During Probation period: At any time during the probation, the contract may be terminated by either party giving 30 days' notice in writing.

1.8.2 On confirmation of services: In the event of confirmation of services, the contract may be terminated by either party giving 30 days' notice in writing. The termination shall take effect at the end of such notice period. Go Digit General Insurance Limited reserves the right to payment of salary in lieu of the notice period. However, in the event the employee is terminated at the instance of the employee, then the Company may, at its sole discretion, relieve the employee on any day of the notice period by waiving notice period, in full or part, with or without payment of notice pay.

1.9 Any termination of employment happening after fulfilment of conditions mentioned in Clause 1.6 above, shall be governed by the "Termination clause" as stipulated in your appointment letter.

On the day of your joining (29 July 2024-Tuesday) kindly bring photocopies of your certificates (all educational certificates), address proof, Pan card copy, ID proof) along with four passport size photographs.

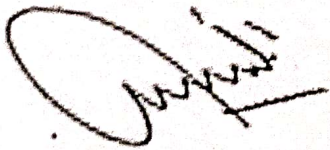
You agree and authorize the Company to obtain investigative employment verification report(s) either by the Company engaged third party service provider(s) in connection with your employment. You also agree and authorize in writing in this regard, in the format prescribed by the Company.

As a token of your acceptance of our offer and the terms of this letter, please sign in the space provided below and return the same to us.

We are excited at the prospect of having you join us and look forward to a rewarding association.

Sincerely,

For Go Digit General Insurance Limited



Amrit Jaidka Arora
CHRO