

Deutsche Bank Group  
Deutsche India



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Reena  
House No. 36, Shree Dham Colony  
Aurangabad, Mathura – 281001, India

Deutsche India Pvt. Ltd.  
Block V, VI, VII, VIII  
Velankani Tech Park  
43 Electronic City, Phase II  
Hosur Road, Bangalore 560 100

Tel +91 (80) 71211000

June 20, 2022

## Employment Agreement

Dear Reena,

We are pleased to offer you employment on the terms and conditions set out below. Your employment will be with **Deutsche India Pvt. Ltd** (the "Company"). **Deutsche India Pvt. Ltd** is a company within the Deutsche Bank AG Group of Companies ("Group").

### 1. General Information

These terms and conditions outlined in this employment letter ("Agreement") as amended from time to time, together with the Company's "General Terms and Conditions of Service" as laid out in Schedule I of this Employment Agreement and as laid out in the Company's India Employee Handbook ("the Handbook"), the Deutsche Bank Group's Code of Conduct and all applicable regulations and policies of the Company, form the basis of your employment.

You are also expected to comply with all other applicable Company's regulations and policies (such as the Company's India Employee Handbook and the Code of Business Conduct and Ethics), and any other policies or procedures specific to your business or infrastructure unit. These policies and requirements are considered by the Company to be reasonable and lawful directions that you are required to comply with under the terms of your employment with the Company. You should therefore familiarize yourself with, and abide by, all applicable Company regulations and policies.

If there are any inconsistencies between the terms of this Employment Agreement and the provisions of the Handbook as at the date of your acceptance of this Employment Agreement, the terms of this Employment Agreement shall prevail. However, please note that any subsequent variations by the Company to any terms, conditions, rules or regulations (including the terms set out in the Handbook) generally governing the members of the Company's staff will prevail and be applicable to you.

### 2. Position

Your corporate title will be **Analyst**

Your functional title will be **Analyst**

Your local grade as per the internal grading system will be **Grade 6**

During your employment, you may be required to perform work for other companies within the Group.

### 3. Employment Location

Your employment will initially be based at **Bangalore**, although you may be required to perform your duties at other locations from time to time and to travel on Company's business when the need arises, including overseas.





#### 4. Hours of Work

You will be required to work nine (9) hours per day Monday through Friday including a one (1) hour break for lunch. Further, depending on the workload and business requirements, at any given time, you may be required to work in shifts and/or during weekends. You may also be expected to travel to other locations at times outside of your official hours of work. More details are available in the employee handbook.

#### 5. Remuneration

Details of your remuneration and other benefits are provided in Schedule II.

Your salary will be paid in equal installments on a monthly basis directly into your company account. If you join the Company partway through a calendar year, your fixed pay will be pro-rated to reflect the portion of the year that you have started working for the Company.

Any payment of your salary or other sum due to you from the Company will be subject to any and all applicable withholding and/or other taxes payable and the Company will in such case be entitled to deduct or retain the amount of such tax from any sum payable to you. You will be solely responsible to pay all taxes and any other imposts as may be levied or assessed by any competent authority in any jurisdiction on any sums paid and/or other benefits provided to you by the Company.

You agree that the Company may deduct from your remuneration any sums due from you to the Company including, without limitation, your pension contributions (if any) and any overpayments, loans or advances (if applicable) made to you by the Company or any other company in the Group.

#### 6. Notice Period

Corporate Title	Notice Period (in days)
Up to Associate (Local Grade 5)	60
AVP (Local Grade 4) and above	90

The Notice Period changes from 60 days to 90 days upon promotion from local grade 5 to local grade 4, as per the Company policy.

#### 7. Other Conditions

Our offer and your employment are subject to:

- a) You completing, signing and returning the following forms to HR by the applicable date:
  - Personal information form (PIF)
  - Acknowledgement on Information Security
- b) You being free from any obligations owed to a third party which might prevent you from starting work on the commencement date;
- c) The information provided by you in relation to your employment by the Company regarding your background and/or previous employment being complete, accurate and not misleading in all respects and all information obtained by the Company in respect of you being fully satisfactory to the Company; and
- d) You holding or being granted the necessary approvals, regulatory registrations and/or licenses from the appropriate authorities for the performance of your duties (including a valid employment pass or work permit where applicable) prior to the commencement of your employment. Should there be any delay in your being granted such approvals, regulatory registrations and/or licenses (including where applicable an employment pass or a work permit), or should your application(s) in respect of the foregoing be rejected, your employment with the Company cannot commence and the Company will not be liable for any payment to you.





- e) You having valid work authorization in India, including any one of the following:
- A valid Indian passport; or
  - Voters id; or
  - Notarized Nationality Declaration; or
  - Overseas Citizen Of India card; or
  - Work permit (Employment Visa) in the case of foreign passport holders

It is your responsibility to notify HR sufficiently well in advance in case of any change in your citizenship status or expiry of your work authorization documents.

The Bank reserves the right to alter your terms and conditions of employment at any time, including your duties and responsibilities.

This contract will be governed by and construed in accordance with the laws of India and the parties agree to submit to the non-exclusive jurisdiction of the Indian courts as regards any claim or matter arising under this contract.

Please indicate your acceptance of the above terms and conditions by signing and returning soft copy of this letter. **This offer will remain open for your acceptance for 10 days, post which the validity of the offer will be at the discretion of the Company.**

Yours sincerely,  
**Deutsche India Pvt. Ltd.**

**Authorized Signatory  
Human Resources**

**Authorized Signatory  
Human Resources**

**Enclosures:**

- Schedule I: Company's "General Terms and Conditions of Service"
- Schedule II: Remuneration & Allowance Details
- Annexure I: Document Submission Guidelines

**ACCEPTANCE**

I accept the employment on the above terms and conditions including all terms and conditions as specified in Schedule I and Schedule II and Annexure I of this employment agreement.

18/07/2022

I confirm that I will report to work on \_\_\_\_\_, which shall constitute the date of commencement of my employment with the Company, unless the communicated date has been consented by the Company to be extended. The Company may withdraw the offer in case I fail to communicate the date of joining or fail to join on the communicated date.

Name: Reena

Signature:

Date:

21 June 2022 | 11:47 PM SGT





## Schedule I: General Terms and Conditions of Service

### 1. Leaves

(a) **Annual Leave** - Your annual leave entitlement will be in accordance with the Company policy. The annual leave entitlement will be pro-rated in your first year or in any incomplete year.

(b) **Sick Leave** - Sick leave will be granted as per Company policy.

(c) **Parental Leave and related benefits** – The Company offers a gender neutral parental leave policy for new parents to better manage their responsibilities. The leave duration and the benefits mentioned below are in accordance with The Maternity Benefits Act, 1961:

- i. **Parental Leave:** 26 weeks of paid leave for the primary caregiver. The mother is assumed to be the primary caregiver of the child
- ii. **Adoption/ Surrogacy Leave:** 26 weeks of paid leave for the primary caregiver
- iii. **Maternity Expenses:** Maternity related medical expenses are provided as per the Group Hospitalization policy

More details on number of days and various types of leaves are available in the Employee Handbook.

### 2. Termination

#### (a) Termination with Notice

From the commencement of your employment, the Company or you may terminate your employment by giving a notice in writing for a period as stated in clause "Notice Period" in this Employment Agreement. The Company may choose to terminate your employment immediately or by a period of notice shorter than the stipulated notice period by making a payment to you equal to your fixed pay for all or part of the notice period in lieu of that notice. For the avoidance of doubt, this does not confer any entitlement on your part to receive, nor impose any obligation on the Company, to make such a payment.

If the Company or you have given notice of the termination of your employment, the Company may direct you not to perform any of your duties, to remain away from the Company's premises and/or not to contact clients or other employees of the Company for all or part of the notice period. During this time, you will remain employed by the Company and therefore remain subject to your conditions of employment and you will continue to receive your salary and contractual benefits during the notice period.

#### (b) Termination without Notice

The Company may terminate your employment immediately and without notice or payment in the event that:

- you are guilty of serious misconduct
- you are guilty of a serious breach of the employment rules as set out in the Handbook
- you breach any fundamental term or condition of your employment
- you intentionally disobey a lawful and reasonable direction of the Company
- you conduct yourself in a way which, in the Company's reasonable opinion, may bring any member of the Group into disrepute
- you are convicted of a serious criminal offence or a criminal offence which, in the Company's opinion, consists of your ability to perform your duties, or
- the results of any background checks or searches conducted by the Company are deemed unsatisfactory to it in its absolute discretion





## Schedule II

### 1. Remuneration and Allowance Details

- a) **Basic Salary:** Your Basic Salary will be INR **600,000** per annum, payable monthly.
- b) **Flexi Basket:** Your Flexi Basket will be INR **900,000** per annum.
- c) **Fixed Pay:** Your Fixed Pay, which consists of your Basic Salary and Flexi Basket, will be INR **1,500,000** per annum.

#### d) Retirals

- i. **Provident Fund:** The Company/Bank will make a contribution towards your Provident Fund as per the requirements of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.

If you are an International Worker or during your employment lifecycle, if you become an international worker by dint of having attained a citizenship of another country, your Provident Fund contribution will be computed on your Fixed Pay minus allowances allocated for specific purposes e.g. housing, car, leave travel, etc. The exact amount of the Provident Fund contribution will be determined basis your Flexi Basket allocations post your joining the Company/Bank, and the same may also vary basis changes in your Flexi Pay allocations in line with the statutory provisions.

You will also be required to make an equal contribution towards your Provident Fund.

- ii. **Gratuity:** Gratuity will accrue as per requirements of the Payment of Gratuity Act, 1972

### Flexi Basket

You can select your own benefit(s) as per your personal preference from a wide range of benefits that are applicable for your grade.

The different Flexi Basket options currently available across grades include House Rent Allowance, Meal Coupons (Sodexo), Leave Travel Allowance, Learning Development Allowance, Children Education Allowance and Children Hostel Allowance. Other Flexi Basket benefits like Fuel for Personal Car and benefits under Car Lease scheme are available at select grades.

You can make necessary allocations towards your selected benefits from the Flexi Basket, as per policy guidelines. The amount in Flexi Basket that remains unallocated, i.e., not utilized towards any benefit, will be paid to you in cash, through monthly payroll net of taxes in the form of Balance Supplementary Allowance.

On joining, you will be invited to make your Flexi Basket election on the Deutsche Bank intranet (HR Online). You will receive an email from TM Payroll within 4-6 weeks of your joining explaining the election process and timelines. If you do not receive this election email within 6 weeks of your joining, please write to hrdirect at [hr.direct@db.com](mailto:hr.direct@db.com) and also notify your HR Business Advisor immediately.

Further details on Flexi Basket are available in the Handbook. Please refer to the Handbook or get in touch with your HR Business Advisor for a detailed list and the policies governing the provision of benefits.





If you join the Company part-way through a calendar or fiscal year, your Basic Salary and Flexi Benefits will be pro-rated, as applicable, to reflect the period of your service with the Company in the relevant year. Any payment of your salary or other sum due to you from the Company will be subject to any and all applicable withholding and/or other taxes payable and the Company will in such case be entitled to deduct or retain the amount of such tax from any sum payable to you. You will be solely responsible to pay all taxes and any other imposts as may be levied or assessed by any competent authority in any jurisdiction on any sums paid and/or other benefits provided to you by the Company.

You agree that the Company may deduct from your remuneration any sums due from you to the Company including, without limitation, your pension contributions (if any) and any overpayments, loans or advances made to you by the Company or any other company in the Group.

## 2. Variable Compensation

### (a) Discretionary Variable Compensation

All employees are eligible to be considered for annual Discretionary Variable Compensation subject to the provisions set out below and the Variable Compensation Guiding Principles as each of these may be reviewed and amended from time to time at the discretion of the Company.

You may be considered for Discretionary Variable Compensation based on a number of factors including but not limited to (in no particular order of importance) the performance of the Company and, as applicable, the specific contribution of its component business units, your individual personal contribution and the need to retain you in employment within the Company.

You may be eligible for certain Discretionary Variable Compensation referred to as "Group Variable Compensation". Group Variable Compensation is discretionary variable compensation which is dependent on DB Group performance and is assessed and awarded in the sole and exclusive discretion of the Company.

Generally, Discretionary Variable Compensation is determined in the sole and exclusive discretion of the Company and may be made wholly or partly in cash, restricted equity, notional equity, restricted cash, or such other form as the Company may decide. The Company reserves the right to deliver a percentage (up to 100%) of all Discretionary Variable Compensation under, and subject to, any applicable DB compensation plans (restricted equity, notional equity, restricted cash, or in such other form as the Company may decide) that are in effect on the date Discretionary Variable Compensation is awarded. Such plans may provide for forfeiture of awards under such plans in certain circumstances. Discretionary Variable Compensation may be awarded or paid in any currency at the Company's discretion.

For the avoidance of doubt, you do not have a contractual entitlement to receive Discretionary Variable Compensation and any such Discretionary Variable Compensation in a given year will be at the absolute discretion of the Company and subject to regulatory requirements (as may be amended from time to time). Moreover, you will not receive Discretionary Variable Compensation if (for whatever reason) on the date on which Discretionary Variable Compensation is awarded in a given year, you are not employed within the Company or if you are under notice to terminate your employment (whether notice was given by you or the Company or if the Company considers your performance or conduct to have been unsatisfactory).

If, on the date on which Discretionary Variable Compensation is usually communicated and/or paid, you are subject to an investigation that may result in disciplinary (or other) action being taken against you, consideration of whether you are eligible for any Discretionary Variable Compensation will be delayed until the conclusion of that investigation and, if relevant, any subsequent disciplinary (or other) procedure. Although, for the avoidance of doubt, you will not be eligible for consideration of a Discretionary Variable Compensation if, at the conclusion of the disciplinary (or other) procedure, you are given notice of termination of employment.





You should note that if you work in a number of locations, generally for the purposes of tax reporting and withholding, the settlement of any Discretionary Variable Compensation awarded to you will be apportioned between the locations you have worked in during the relevant period. Depending on individual circumstances, participants may become subject to multiple withholding taxes including double taxation. By accepting this offer, you agree to comply with any arrangements specified by the Company for the payment of any taxation (in any jurisdiction) by virtue of the settlement of any Discretionary Variable Compensation or portion thereof.

Any portion of Discretionary Variable Compensation awarded as a cash payment will usually be paid in March through the normal monthly payroll. Discretionary Variable Compensation in any other form, including an award under a DB compensation plan (restricted equity, notional equity, restricted cash, or in such other form as the Company may decide), will be payable when such awards vest and will be delivered in accordance with the applicable DB compensation plan rules and Award Statement(s).

### 3. Cash Sign-On Award

You will receive a one-off cash award, a "Sign-On Award," in the amount of **INR 300,000**. Payment of your Sign-On Award will be made in **INR** in the next available payroll after the later of (i) the commencement of your employment with the Company, and (ii) the date on which all conditions of this offer (as detailed in this letter) are satisfied. Any payments in relation to your Sign-On Award will be made less any deductions for tax and social security contributions as the Company may be required to withhold.

The Sign-On Award is subject to all requirements of, and will be structured to comply with, the Institutsvergütungsverordnung (InstitutsVergV) and any regional regulation that is applicable (as may be amended from time to time) including (amongst other provisions) the regulatory requirements set out in the Section 7 of the InstitutsVergV(as may be amended from time to time).

You will be required to repay the gross amount of the Sign-On Award if:

- the payment is made before you satisfy all the conditions of this offer and within six months of such payment being made to you, you subsequently fail to satisfy all or any of them, or
- you give notice to terminate your employment with the Company or you are dismissed for misconduct or capability within [twelve] months of the date the payment is made.

By accepting this offer you consent to the deduction of the gross amount of the payment of any Sign-On Award made to you from your salary or any emoluments or awards arising from your employment if the Sign-On Award becomes repayable to the Company in the above circumstances. If these are insufficient to recover the whole of the gross amount of the Sign-On Award, you agree to repay any remaining amount to the Company within 30 days.

### 4. Relocation

#### (a) Relocation Benefits

In accordance with the terms and conditions of appointment and if need arises out of job responsibility, employee is liable to relocate between various locations within India at the discretion of the Company. The relocation assistance is designed to assist employees in the new location.

Please refer to Employee Handbook for more details.

#### (b) Claw back of Relocation Benefits

If your employment is terminated (voluntarily i.e. by your resignation or involuntarily i.e. termination for a cause), within twelve (12) months from the employment commencement date at the new location, you will be required to pay back the cost borne by the Company (at gross) on account of the relocation i.e. travel, stay, and other relocation benefits, on a prorata basis. For every full month of service post relocation, the recovery will reduce by 1/12th the total recoverable amount. The above provisions will not apply in case of redundancy.



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SUBJECT NAME		IN	TH	[IN+TH]	TW	PR	OR								
SEM.:1	410241 HIGH PERFORMANCE COMPUTING	028/030	067/070	095/100	---	---	---	---	95	04	O	10	40	---	---
	410242 ARTIFICIAL INTEL. & ROBOTICS	029/030	070/070	099/100	---	---	---	---	99	03	O	10	30	---	---
	410243 DATA ANALYTICS	026/030	060/070	086/100	---	---	---	---	86	03	O	10	30	---	---
	410244D DATA MINING AND WAREHOUSING	018/030	070/070	088/100	---	---	---	---	88	03	O	10	30	---	---
	410245B SW. TESTING & QA.	027/030	064/070	091/100	---	---	---	---	91	03	O	10	30	---	---
	410246 LABORATORY PRACTICE I	---	---	---	038/050	---	---	---	76	01	A+	09	09	---	---
	410246 LABORATORY PRACTICE I	---	---	---	---	039/050	---	---	78	01	A+	09	09	---	---
	410247 LABORATORY PRACTICE II	---	---	---	043/050	---	---	---	86	01	O	10	10	---	---
	410247 LABORATORY PRACTICE II	---	---	---	---	---	045/050	---	90	01	O	10	10	---	---
	410248 PROJECT WORK STAGE I	---	---	---	---	---	040/050	---	80	02	O	10	20	---	---
SEM.:2	410250 MACHINE LEARNING	* 023/030	049/070	072/100	---	---	---	---	72	03	A+	09	27	---	---
	410251 INFORMATION AND CYBER SEC.	* 021/030	051/070	072/100	---	---	---	---	72	03	A+	09	27	---	---
	410252D SOFT COMPU. & OPTIM. ALGO.	* 030/030	044/070	074/100	---	---	---	---	74	03	A+	09	27	---	---
	410253B HUMAN COMPUTER INTERFACE	* 028/030	044/070	072/100	---	---	---	---	72	03	A+	09	27	---	---
	410254 LABORATORY PRACTICE III	* ---	---	---	036/050	---	---	---	72	01	A+	09	09	---	---
	410254 LABORATORY PRACTICE III	* ---	---	---	---	035/050	---	---	70	01	A+	09	09	---	---
	410255 LABORATORY PRACTICE IV	* ---	---	---	042/050	---	---	---	84	01	O	10	10	---	---
	410255 LABORATORY PRACTICE IV	* ---	---	---	---	---	044/050	---	88	01	O	10	10	---	---
	410256 PROJECT WORK STAGE II	* ---	---	---	094/100	---	---	---	94	04	O	10	40	---	---
	410256 PROJECT WORK STAGE II	* ---	---	---	---	---	044/050	---	88	02	O	10	20	---	---
	410259P MOOC-LEARN NEW SKILLS	* ---	---	---	PP	---	---	---	PP	00	P	00	00	---	---

FOURTH YEAR SGPA : 9.64, TOTAL CREDITS EARNED : 44

FE SGPA : 9.08 SE SGPA : 9.32 TE SGPA : 10.00

TOTAL GRADE POINTS / TOTAL CREDITS : 1804/190 CGPA : 9.49 FIRST CLASS WITH DISTINCTION

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