BITONIC TECHNOLOGY LABS PVT LTD
CIN: U72200KA2016PTC085486
Registered Office: 5B, Site No. 142, 1st Cross Road, 5th Block, Next to Apollo Spectra Hospital, Koramangala, Bangalore - 560034.
website: www.yellow.ai

Offer Letter

Date: **6 Feb 2026**

Dear **Anushree Adithya Balike,**

Congratulations!

We at Bitonic Technology Labs Private Limited ("**Company**") are pleased to inform you that you have been selected for the position of '**Executive - Finance'.** You will be based in **Bangalore, Karnataka.**.

Your employment shall commence on **2 March 2026.** In the event you fail to join on or before **2 March 2026**, this offer letter ("**Offer Letter**") shall stand revoked unless extended at the sole discretion of the Company. You must treat the details of this Offer Letter with utmost confidentiality. Your formal employment agreement will be issued to you on the date of your joining which will govern the terms of your employment with the Company. Accordingly, this Offer Letter is not to be construed or interpreted as containing any guarantee of continued employment.

Working Hours: You would be expected to work for 8 hours a day and 40 hours a week (Monday to Friday). The Company shall be free to amend and stagger the working hours per the business requirements. You may be required to work additional hours to fulfill the responsibilities of your role.

Probation: 6 months from your joining date. The Company or you may terminate your employment during the probation period by providing a notice of 30 days or salary in lieu thereof.

Confirmation: Your employment with the Company will be confirmed on the first day of your joining, and the notice period will be applicable as per the employee agreement.

Termination of Employment: You and the Company acknowledge that the employment is and shall continue to be 'at will'. This means that either you or the Company shall have the right to terminate the employment as per the agreement terms.

Notice Period: You may also terminate your employment with the Company upon 60 days of prior written notice of termination. During the notice period, you will be required to hand over your duties and responsibilities as requested by your manager.

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Background Verification: Your employment with the Company is subject to successful completion of background verification before joining.

Property: All equipment or devices such as laptop, cell phone, training material or any additional office equipment **("Company Property")** provided to you by the Company on or before the date of your joining shall remain the sole property of the Company and should be used by you only for official purposes. You are required to return all Company Property to the Company in a working condition (without any damage) upon the termination of your

employment or within seven days, should you fail to join the Company on the date of joining mentioned herein, failure to which Company reserves the right to initiate civil and criminal legal proceedings against you.

Full & final settlement of dues: Formalities for settling the final dues will commence upon submitting all the necessary documents. The settlement process will occur within 45 days after the documents are submitted.

Compensation:
Base Salary (Fixed) - Your total base salary will be INR **6,50,000/-** per annum. Refer to **Annexure I** for detailed break-up of your compensation. Your compensation will be paid in regular installments per the Company's standard payroll process and subject to applicable taxes and other withholdings.

Variable Pay - The amount mentioned in your letter is the earning potential at 100% payouts. This will be calculated based on your individual performance and against the goals as well as the company's performance as detailed in the Variable Plan Document in the current Financial Year. The Company reserves the right to modify the variable plan for every Financial Year and will be communicated to you in writing. To be eligible for the payout, you need to be active on the rolls of the company at the time of reward distribution as per our performance review and reward cycle.

Provident Fund Scheme - You shall be eligible to participate in the Company's Provident Fund Scheme. The Company's contribution to the Provident Fund is a part of the compensation.

Gratuity Scheme - You shall be eligible to participate in the Gratuity Scheme of the Company in accordance with the Company Policy in this regard.

Benefits:

Medical Insurance - This insurance provides Medical Insurance coverage to all employees and their eligible dependents (yourself, spouse, 4 children, and parents or in-laws).

You will also be entitled to additional benefits as may be determined by the Company from time to time.

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Additional Agreements: As a condition of your employment, you agree to execute the employment agreement or any additional agreements required by the Company from time to time and will be bound by

all other policies issued by the Company from time to time. You further agree that at all times during your employment (and afterwards as applicable), you will be bound by, and will fully comply with, the terms of this offer letter and employment agreement which collectively will form your contract of employment with the Company.

Acceptance: Please confirm your acceptance of this Offer Letter by signing and returning the duplicate copy.

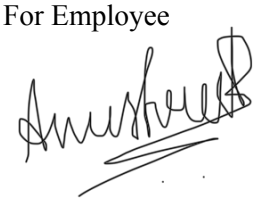
We are excited by the prospect of you joining the Company. Sincerely,

For Bitonic Technology Labs Pvt Ltd

Signed by:
Gopal Agarwal
59FA3D9E51B346E...

Gopal Agarwal
CFO

For Employee



Anushree Adithya Balike

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ANNEXURE I

CTC Break Up:

Components	Currency	Percentage	Per month	Per annum
Basic Salary	INR	40%	**21667**	260000
HRA	INR	16%	**8667**	104000
Special Allowances	INR		**14228**	170733
Leave Travel Allowance (Optional)	INR		**1806**	21667
Books & Periodicals (Optional)	INR		**2000**	24000
Telephone & Internet Reimb (Optional)	INR		**1000**	12000
Sodexo Allowance (Optional)	INR		**2200**	26400
Employer PF contribution	INR	12%	**2600**	31200
Gross Salary	INR		**54167**	650000
Variable Pay	INR			50000
Cost to the Company (CTC)	INR			**700000**

The below components would not be part of your monthly take-home:

- Employee PF Contribution
- Variable Pay as applicable (this is a Semi-annually component, processed based on individual performance)

Other important notes:

- FBP is optional, if not taken it would be a part of a special allowance
- LTA - Maximum 1 month of Basic Salary
- Telephone & Internet Reimbursement - Maximum limit Rs. 1,000/- p.m.
- Sodexo - Meal card
- There shall be below tax deductions as applicable
    - Professional Tax
    - Income Tax