

Private & Confidential

Ref. No: MSTAR202116352

September 8, 2022

Senphil C Mathew
Chandrathil , Channanikadu P O ,
Kottayam , Panchikkad,
Channanikadu, Kottayam Kerala- 686533

Dear **Senphil**,

Subject: Offer of Employment

Subsequent to your successful interview with us, we are pleased to extend our offer to you as **MDP Associate** with **Morningstar India Pvt. Ltd.** ("the company"). It is expected that you would join us on or before **September 19, 2022.**

Your place of posting for records will be Mumbai. Your (referred alternatively as "employee") initial place of work will be at one of the Company's offices as mentioned above. However, you may be posted at any of our offices/ subsidiaries / affiliates / group companies, whether domestic or overseas, wherever it may be situated, if the situation so warrants. You will abide by the Company's rule and regulations as may be in effect from time to time with respect to your function, level or the location where you have to work.

Your Total Gross Annual Pay (i.e. annual compensation) will be **Rs. 474,675/- (Rupees Four Lakhs Seventy Four Thousand Six Hundred and Seventy Five Only)** as detailed in **Appendix A.** Additionally, you will be eligible for Benefits and Variable Pay as indicated in **Appendix A.** Review of your performance and compensation would be done periodically in line with the Company's policies. Please be further advised that the Variable Pay is fully discretionary by the Company and any amount paid during for any calendar year shall not entitle you to other Variable Pay for any subsequent years.

This offer letter is subject to the terms and conditions attached hereto (Appendix A and Appendix B). The offer letter shall remain in force until a copy of an appointment letter, detailing our general Terms and Conditions of employment, is provided by the company after onboarding.

The Company or employee may, at any time during the course of the employment terminate the employment by giving **60 days-notice or salary payment in lieu** of that notice, by stating their intention to do so in writing. For the purpose of this Clause, salary shall mean the most current base pay. Such shall apply following your probationary period.

Upon joining, the employee will be deemed to be on a **probationary period of 6 months** from the Date of Joining, in line with the company's standard Talent Management policy. The Company will be entitled to terminate the employment during such probation without providing any notice or base salary payment in lieu, other than for wages associated for the period the employee has worked with immediate effect, without providing any justification.