

## **ANNEXURE – I**

### **Terms and Conditions:**

1. Please note that selected and joining us will be an employee of Sobha Limited from the date of joining.
2. Training period will be for a period of **12 months** under the National Apprenticeship Training Scheme (**NATS Program**). Upon successful completion of the training period, you will be absorbed as a regular employee, subject to the Company's terms, conditions, and policies.
3. During training period, you will be offered stipend as per the below table,

|                                                          |       |
|----------------------------------------------------------|-------|
| Sobha Stipend per month                                  | 26864 |
| NATS Contribution initial 12 months (Government Stipend) | 6150  |
| Total Monthly Stipend per month                          | 33014 |

Note – PF, Gratuity and other statutory contributions/deductions are as per applicable laws.

4. Upon successful completion of the one-year training period under the NATS Program, the offered total monthly stipend shall be structured and paid under the applicable salary components in accordance with the Company's compensation policy.
5. During the apprenticeship period, you will continue to receive all applicable employee benefits and entitlements as per company policy.
6. Upon successful completion of one year of employment, you will receive an Apprenticeship Completion Certificate from the National Apprenticeship Training Scheme (NATS).
7. Employees who discontinue their employment before completing one year will not be eligible for either the NATS Apprenticeship Completion Certificate or the company Experience Certificate.
8. Further, any employee who leaves the organization without prior intimation, approval, or completion of the prescribed exit process will not be eligible to receive the applicable NATS stipend and salary benefits for the period concerned.

## **Salary Bifurcation:**

**Total Stipend – Employee PF & PT = Take-Home Stipend**

**Example:**

- Stipend: INR 35,014
- Deductible: Employee PF contribution: INR 1,800
- Deductible: Professional Tax (PT): INR 200
- **Net Take-Home Stipend: INR 33,014 per month**

As we are processing the joining formalities through the **National Apprenticeship Training Scheme (NATS)**, the monthly salary will be contributed as follows:

- **Sobha Contribution Stipend:** INR 26,864
- **NATS Contribution (Government Stipend):** INR 6,150

**Total Monthly Take-Home Stipend: INR 33,014**