

REF. MPL / HRD

Date - 14/09/2025

Mr. PRANAV ANIL CHOUGULE,
2245/1 Plot No.7,
Korgaonkar Colony,
Pulachi Shirol,
Hatkanangle,
Kolhapur - 416122.

SUB: APPOINTMENT ORDER FOR TRAINEE

Gentleman /Madam,

We are pleased to offer you the service appointment in our Company with effect from 14/09/2025 in a manner and subject to the terms and conditions specified hereinafter.

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| 1 | Nature of Appointment | Appointment Order for Trainee. |
| 2 | Category of Appointment | X - 1 "Trainee Lab Asst." |
| 3 | Salary | Basic Rs.3000/- + 5% HRA on basic earned Rs.150/- + Conveyance Allowance Rs.3600/- + Wash Allow Rs.4772/-Per month. |
| 4 | Period of Training | Twelve months from the date of joining. This training period may be extended the later for another three months should the company's desire to do so. Such modification shall solely depend on the evaluation of your progress. |
| 5 | Service Conditions | <p>a) Resignation from service: - You should give three month notice in writing before leaving the Company. If your performance found to be unsatisfactory, the Company will reserve the right to terminate your services.</p> <p>b) You will not be entitled to any of the benefits or privileges accorded to the permanent employees of the Company.</p> <p>c) The Company reserves the right to revise your basic salary and / or allowances in any manner it likes, no doubt without any way adversely affecting your total emoluments.</p> |
| 6 | Reimbursement of training and employment expenses to the company. | It is expressly understood that in the event of the employee leaving the service of the Company at his / her own during the period of training or within six months from the date of completion of training, he / she will be liable to reimburse to the company the actual cost of training and the employment expenses for the period he / she was in service of the company. |

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| 7 | Place of Work and Transfer | For the present at our Shirolī Plant. However, it is to be expressly understood that the company reserves the right to effect your transfer to any other establishment of this company or within the group of associated establishments or subsidiaries within the territory or India or abroad, existing or new, without any monetary benefit in your remuneration or emoluments. |
| 8 | Works Hours | Depending upon the timings prevalent in the establishment or establishments where your services are made use of. |
| 9 | Validity of Offer | This offer is valid until 13.10.2025 for acceptance |
| 10 | Provident fund | Form No. 2, as prescribed under P.F. Rules are enclosed. You are requested to return the same duly filled in at the time of reporting on duty. If you are a member of EPF / EPS, you are requested to apply for transfer of EPF / EPS amount in Form No.13. |
| 11 | Gratuity | You are also requested to give nominations in the prescribed form under the payment of Gratuity Act, 1972, at the time of reporting on duty. |
| 12 | Medical Fitness | Your probationary appointment, confirmation as well as service in the employment of the company, are subject to medical fitness to be certified by the Company's medical consultants. |
| 13 | Prospectus | The terms and conditions governing the services of the permanent employees of your status will be applicable to you also. |
| 14 | Code of Conduct | Both as a trainee as well as permanent employee when you have been so confirmed, you have to observe very strictly the code of conduct of the Company. |

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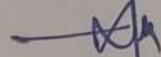
15 Personal Data

To enable the Company to maintain an up-to-date record, you are also requested to complete and return the enclosed information form together with a copy of your latest Passport size photographs.

If the above terms and conditions are acceptable to you, please report to the above address and endorse acceptance and obtain subsequent further instructions.

Thanking you,

Yours faithfully,
For Menon Pistons Limited



A A Deshpande
Vice President

ACCEPTANCE

To
Menon Pistons Limited
182, Shirol, Kolhapur- 416 122.

Dear Sir,

I have carefully gone through the above terms and conditions of the offer of appointment issued to me.

I hereby accept the same with the knowledge that these will be applicable to my employment with the company.

Thanking you,

Yours faithfully

Signature

Name - _____

Place:
Date: