Magic Edtech
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www.magicedtech.com

Ref.No:/05581/09-01-2026

Anurag Rai
B-2, 1902 Panchsheel Greens 2
Greater Noida, Uttar Pradesh

09-January-2026

Dear Anurag Rai,

Appointment Letter

With application reference to your and the subsequent interview you had with us, we are pleased to offer you employment in Magic Software Pvt Ltd -stp unit on terms and conditions specified herein below.

1. You are appointed as **Consultant** in the **Platform Testing** department with effect from **09-January-2026** in our organization. Your initial place of posting will be at 3rd & 4th Floor, Tower B, Smartworks Corporate Park, Plot # 1 & 2, Sector – 125, Noida-201301 subject to clause 4 relating to the transferable nature of your employment.
2. Your annual pretax compensation package is **₹ 650000 / -** (**Six Lakh Fifty Thousand Rupees Only**). A detailed breakdown of your emoluments is provided in the annexure attached to this letter.
3. During your employment, in case you choose to terminate your employment, you would be required to provide the company with ninety days advance written notice of termination or payment of ninety days gross salary (being drawn by you at that time) in lieu thereof. Similarly, the management reserves the right to terminate your services upon giving you ninety days' notice or payment of ninety days gross salary (being drawn by you at that time) in lieu thereof. Please note that the acceptance of payment in lieu of notice period would be, at the absolute and sole discretion of the company.
   You are expected to employ yourself with full efficiency, honesty, commitment & integrity. If at any time in the opinion of the management, you were found guilty of dishonesty, negligence or indiscipline, or of violation of any of the terms of this appointment letter, your services would stand terminated without any notice period or compensation.
   During your employment you would be also entitled to avail privilege leave as per the company policy.
4. It should be clearly understood that the Company reserves the right to transfer the services of all its employees, including you, to another department, branch, division (whether existing or proposed to set up) whether in New Delhi or outside at no extra allowance
5. In the period of your employment with the Company, you will not engage yourself whether directly or indirectly in any form of business, employment, consultancy or service or any of the like, whether inside or outside the normal hours of employment with the Company and shall not associate yourself in any manner whatsoever, whether directly or indirectly, with any other company, entity, person or organization without the prior written consent of the Company.

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6. The other regulations and policies of the Company which will govern your employment are contained in the Employee Service Agreement and the Company's prevailing rules and regulations, operating manuals and employee rules. You are required to communicate your written acceptance of employment to the Company within a day after the receipt of this letter.
7. You will be required to sign, execute and deliver an Employee Service Agreement in the form and substance of the draft Employee Service Agreement mentioned in clause 6 above within 15 days of your communicating your written acceptance of this offer. If you fail to sign, execute and deliver the Employee Service Agreement within the above period, then Company shall have the right to terminate your employment without any notice to you. In the event of any conflict between the terms and conditions contained herein and the Employee Service Agreement, the Employee Service Agreement shall prevail.
8. You will be bound to adhere to the Employee Rules, as may be amended from time to time.
9. You will maintain strict confidentiality regarding all information, documents and material having a nexus with the Company, its business, operations, branch, division(s) whether existing or proposed to be established, its subsidiary Companies, and any business and trade secrets that may be obtained by you during the course of your employment. You will not use or divulge any such confidential information to any person or entity so as to benefit you or any third parties, either during or after termination of your employment with the Company. This obligation of confidentiality shall also extend to proprietary, confidential information, documents and materials belonging to third parties and received by you in the course of your employment with the Company.
10. The Company reserves the right to terminate your services without giving you any notice or compensation thereof, if any information provided or representation made by you in your application letter to the Company or during the course of or prior to your employment, is found to be false, misleading or untrue or if certain facts come to the Company's notice which have been concealed or suppressed by you. This right is without prejudice to the Company's right to sue for damages.
11. Absence from Place of Work: In the event of an employee being absent from place of work for a period 3 days or beyond, it will be incumbent on the individual to inform the organization of the reasons for the same. In the case of Non-receipt of information in the stipulated time frame, it will be understood that the individual is not interested in continuation of his employment with Magic Software and the Full and Final separation process will be initiated.
12. This offer of employment is subject to the following conditions:
    a. You're providing us with acceptable certified documentary evidence of your date of birth. Such documentary evidence could be by way of birth certificate, passport or driving license. This date, once accepted, will be used for all purposes and intents in connection with your employment and no cognizance will be taken of any alterations subsequently.
    b. You're providing us with acceptable certified documentary evidence of your academic qualification, experience and salary last drawn.

12. c. Your providing us with a list of all intellectual property rights including but not limited to all intellectual property rights in computer software, which as on date of your confirming your acceptance of taking up employment with the Company vest in you or may vest in you in the future by virtue of any work done by you prior to taking up employment with the Company. This information is required for the record of the Company and with a view to avoid any disputes pertaining to intellectual property rights.

    d. As a part of your employment Magic will process your personal data for various purposes that include but is not limited to providing you employment, performing background verification, processing your salary, submitting your Provident fund, providing you and your family medical insurance and computation of taxes. By signing this employment agreement, you are entering in a contract with Magic and Magic will use contract as a lawful basis of processing all the personal data they hold about you. Post your separation with magic that includes voluntary, involuntary resignation or termination your data will be destroyed as per Magic Retention practices. You also understand that some of your data will not be deleted and will be stored by Magic for legal and regulatory compliance.

    e. You understand that you can ask to see this data to check its accuracy at any time via a Data Subject Access Request (DSAR).

    f. You understand that you can ask for a copy of your personal data held about you at any time, and this request is free of charge.

    g. You understand that you can request that data that is no longer required to be held, can be removed from your file and destroyed.

    h. You understand Magic has provided you with DPO (Data Protection Officer) contact details, should you need any details on your Personal data.

    i. You understand that you can any time withdraw your consent, which may result in your disqualification and may result in the termination of employment contract.

If you accept this offer as stated herein, please sign and return the duplicate copy of this letter with the acknowledgement clause set out thereof, duly signed within a day after the receipt of this letter. You are also required to confirm (by a declaration) the list of items in which intellectual property rights have arisen from works in the past, present or are likely to accrue to you from future works.

Yours Sincerely,
For Magic Software Pvt Ltd

Shagun Bhunchal

Authorized Signatory
Shagun Bhunchal
VP – Human Resources

ACKNOWLEDGEMENT CLAUSE

I accept the terms and conditions set out above:

Signature : Date :

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DECLARATION

I have intellectual property rights in the following works:

Signature : Date :

Name:

Address:

*If not applicable, please endorse N.A., and affix your signature.

All rights other than those provided by you at the date of appointment under clause will be assigned by you to the Company as contained in the Employee Agreement.

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Annexure – I
COMPENSATION STRUCTURE: Anurag Rai
Consultant – Platform Testing

Salary Components	Annual Components (₹)
Basic	₹ 251,360
HRA	₹ 125,680
Conveyance	₹ 19,200
Special Allowance	₹ 142,291
Magic's Benefits Plan	₹ 65,347
Medical Benefit	₹ 12,437
Gratuity	₹ 12,085
Employer contribution to PF	₹ 21,600
Annual CTC	₹ 650,000
Other Benefits	
Leave Encashment	₹ 16,757
Social Security and Health Benefits	
****Annual Mediclaim Insurance Coverage	₹ 200,000
Term Life Insurance Coverage	₹ 1,000,000
Accidental Insurance	₹ 1,000,000
*****Coverage for Free Online OPD Consultation	As per the Company Policy
Magic's Benefits Plan Break Up (Tax Saving Components)	
LTA *(Payable monthly as a taxable component)*	₹ 20,947
Phone/Internet Reimbursement *(Payable monthly as non-taxable component subject to the bill submission)*	₹ 18,000
Meal Coupon *(Payable monthly as a non-taxable component)*	₹ 26,400
Corporate National Pension Scheme *(Window will be open from 1st April to 10th April every year to opt this scheme)*	10% of the basic salary (It will be adjusted from the special allowance of the employee CTC)

*******Employees and their family members are covered for the Free Online OPD consultations through MediBuddy Application and this benefit is completely sponsored by Magic.*

*****The employee has the option to choose a sum insured top up up to 12 LPA by paying a nominal additional premium on a monthly basis.*

****The hybrid working will be subject to your performance at work. If at any point in time your mentor feels you are not able to perform your roles & responsibilities independently and require guidance, then you can be asked to work from office as a part of the remediation process.*

Magic will get your background verification done with the help of a third party vendor. Your employment / offer with Magic is contingent to the successful completion of personal and professional references and background verification.

Further, Employee also understands and agrees that in case of any false or inaccurate information provided by the Employee, non-disclosure of relevant and material information or unsatisfactory reference/ background verification report, Employee's services will stand terminated forthwith or the offer will be rolled back.

Shagun Bhunchal