

EMPLOYMENT AGREEMENT

This employment agreement (the "**Agreement**") is made on 10/11/2021.

BETWEEN:

FireEye Technologies India Private Limited, a company incorporated under the Companies Act, 1956, and having its registered office at Salarpuria Infinity, 2nd Floor, Front Wing, 5, Bannerghatta Road, Bangalore 560029 (hereinafter referred to as the "**Company**", which expression shall, unless repugnant to the context or meaning thereof, include its successors-in-interest and permitted assigns) of the One Part;

AND

T M GIRISH, a citizen of India, aged 30, being the Son of T Mohan, presently residing at Krishnamrutha", 1st Cross, 1st Main Basaweshwara Nagar., Bellary-583103, Karnataka, India (hereinafter referred to as the "**Employee**" which expression shall, unless repugnant to the context and meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the Other Part.

WHEREAS:

- A. The Company is involved in the business of developing products and services related to stopping cyber attacks using advanced anti-malware software and related processes to supplement traditional and next generation firewalls, IPS, anti-virus, and gateways;
- B. The Company is now desirous of engaging the services of the Employee as **Build and Release Engineer**;
- C. Employee wishes to accept employment with the Company as **Build and Release Engineer** on the terms and conditions detailed in this Agreement.

IT IS HEREBY AGREED BY AND BETWEEN THE PARTIES AS FOLLOWS:

1. DEFINITIONS AND INTERPRETATION

1.1. Definitions

In this Agreement, unless the context otherwise requires, the following words and expressions shall have the following meaning:

- (a) **Affiliate** of a Person (the Subject Person) shall mean (i) in the case of any subject Person other than a natural person, any other Person that, either directly or indirectly through one or more intermediate Persons, Controls, is Controlled by or is under common Control with the subject Person, and (ii) in the case of any subject Person that is a natural person, such a Person's Relative;
- (b) **Agreement** shall mean this employment agreement, including the recitals above and the annexes attached to it;
- (c) **Board** shall mean the Board of Directors of the Company;

ANNEXURE I

SALARY AND BENEFITS

Annual Salary: INR 1,450,000.00

FireEye Bonus Plan: 10%

FireEye India Salary Breakup:

Base Salary	INR 1,450,000.00
Salary Structure:	
Basic Salary	INR 580,000.00
House Rent Allowance (HRA)	INR 232,000.00
Leave Travel Assistance (LTA)	INR 116,000.00
Employer Contribution to Provident Fund	INR 69,600.00
Flexible Allowance	INR 452,400.00
Total Annual Base Salary	INR 1,450,000.00
FireEye Bonus Plan	INR 145,000.00
Cost to Company	INR 1,595,000.00
Gratuity (payable as per the Payment of Gratuity Act)	INR 27,885.00

Other benefits like Group Medical, Accidental Death & Death, Life Insurance, Education Assistance, Gratuity, etc., are outside of the Base Salary.