



January 18, 2022

Letter of Appointment

Dear Mohd Azfar Alam Lari,

We are delighted to offer you the role of a **Software Engineer**, with BrowserStack Software Pvt Ltd ("Company" or "We" or "Us").

You are requested to join on or before **February 7, 2022**. If there is any change in your expected date of joining, do let us know.

Please note that this Letter and the attached Annexures form part of the Letter of Appointment.

BrowserStack is a "Remote First" Company. "Remote First", in our context means that your primary place of work would be "remote". However, you will need to visit the "Base Location" or any other location, in accordance with the cadence that would be designed and informed in advance, by your respective functional head. The "Organizational Building Meet-ups" are being mandated to ensure that we continue to retain our competitive advantage through culture building and enhancing social capital. All essential travel related costs, when travel is mandated by BrowserStack, will be borne by BrowserStack. **For the avoidance of doubt, you can only work remotely from the state / country in which you are legally permitted to work.**

However, if your role requires frequent visits to the office premises or if your role requires regular presence in the office premises, you will be required to relocate / stay in the "Base Location". You are also liable to be transferred to another location / subsidiary in India or abroad - whether in current existence or coming into existence hereafter, either at the place of posting or any other place where the Company may establish / open its branch office(s) at a later point of time. You are also liable to be sent on deputation, for service at any place in India or abroad and in any company in which the Company may have an interest. Upon such transfer, the rules and regulations applicable to such a post or at the place of transfer will automatically become applicable to you in accordance with internal company's policies.

Remuneration:

Compensation: You will be paid **INR 1,740,400** per annum. Please refer to Annexure 1 for details.

Your compensation and any other amounts paid to you under this Letter of Appointment, shall be subject to all statutory deductions including taxes. Remuneration will be governed by the rules of the company on the subject, as applicable and / or amended hereafter.

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25th Floor, Oberoi Commerz II, International Business park, Oberoi Garden city, Goregaon East, Mumbai- 400 063 INDIA
Regd. Office : A2203, Oberoi Springs, New Link Road, Andheri West, Mumbai 400 053 INDIA
CIN : U74120MH2015PTC264476

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Azfar