

HRD/NOBA/1009077482/25-26

July 1, 2025

Mr. ARUN SK  
No. 1/7/7, Aanipalikadu,  
Akkammapettai,  
Namakkal-637301  
India

Ph: +91-9942593568

Dear ARUN,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Sincerely,

**Varadharaj Venkataraman**  
**SVP - Head - Talent Acquisition - Infosys Limited**

Signature Not Verified

Digitally signed by DS INFOSYS  
LIMITED S  
Date: 2025.07.04 18:25:40 IST  
Reason: Digitally Signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
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askus@infosys.com  
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Mr. ARUN SK  
No. 1/7/7, Aanipalikadu,  
Akkammappettai,  
Namakkal-637301  
India

Ph: +91-9942593568

Dear ARUN,

Congratulations! Infosys Limited (" **Company** " or " **Infosys** ") is delighted to make you an offer as **Specialist Programmer** and your role is **Specialist Programmer** .

Here are the terms and conditions of our offer:

### **Joining**

Your scheduled date of employment with us will be **August 25, 2025**.

### **Location**

Your location for employment is **MYSORE, India** .

You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

*\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

### **Training Period**

You recognize and accept that at the time of appointment as Specialist Programmer, except exposure to academic knowledge, you have received no formal, effective, technical or practical training to independently function as a Specialist Programmer who is commercially viable to the Company.

You further recognize and accept that prior to and at the time of joining the Company, you have not been exposed to and, therefore, have not acquired any management or communication skills, which are essential for performance of duties by you which meet the current business needs, parameters, standards and efficiency levels required by the Company.

Therefore, you would need to undergo the training program at the Company. The training program may consist of classroom and/or on-the-job training. The duration of the Training will be based on the business requirements of the Company.

### **Probation and Confirmation**

You will be on probation for a period of six months from the date of joining us. On successful completion of your probation, you will be confirmed as a permanent employee of Infosys Limited. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet at Annexure - III.

### **Leave**

You are entitled to Earned Leave, right from your date of joining. You will be eligible for **15** working days of leave annually, during probation. On confirmation, you will be eligible for **20** working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the financial year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

### **Increments and Promotions**

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

### **Transfer**

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

### **Compensation and Benefits**

#### **Salary**

Your Fixed Gross Salary will be **INR 67,293** per month and Total Gross Salary inclusive of Performance Bonus (at an indicative payment of 100%) will be **INR 79,168** per month. The break-up of your salary has been provided in the Compensation Details sheet at Annexure - I

#### **Performance Bonus**

You will be eligible to participate in the Company's discretionary Bonus Plan. Your maximum Performance Bonus (at a payment of 100%) is **INR 11,875** per month. This payment of your Bonus can vary from 0% to 100% depending on individual, group and Company performance.

### **Guaranteed Performance Bonus**

For the first six (6) months of your employment with Infosys, you will be paid **50%** of your on-target Performance Bonus as Guaranteed Bonus. Performance Bonus is inclusive of, and not in addition to Guaranteed Bonus. The Bonus Plan which has been attached provides all the details. The break-up of your compensation has been provided in the Compensation Details sheet at Annexure - I

### **Ex - Gratia / Bonus**

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2025-26** will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

### **Basket of Allowances (BOA)**

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans.

### **National Pension Scheme**

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - III for more details.

### **Insurance**

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 10,200,000** of which **INR 5,200,000** is covered towards natural death, and **INR 5,000,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 350**.

The details of the Scheme would be available to you when you join the Company.

**Notice period**

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months` notice or salary thereof in case you decide to leave our services, subject to the Company`s discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months` notice period. Similarly, the Company can terminate your services by giving three months` notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

**Background checks**

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

**Other Terms and Conditions**

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company

Our offer to you as a **Specialist Programmer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified during the selection process. You should also have completed all studies, course requirements and passed the examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys. You will be required to produce all the marks sheets and other relevant documents at the time of joining. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Company's intranet. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure II).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This offer shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

**Varadharaj Venkataraman**  
**SVP - Head - Talent Acquisition - Infosys Limited**

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: 12 th August, 2025

S.K. Arun  
Sign your name

ARUN S K                      Sankari  
Print your full Name                      Location

Enclosures: Non-Compete Agreement (Annexure II)  
Information Sheet (Annexure III)

Signature Not Verified

Digitally signed by DS INFOSYS  
LIMITED 5  
Date: 2025.07.04 18:25:40 IST  
Reason: Digitally Signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

*S.K. Arun*  
12/8/25

## ANNEXURE - I

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. ARUN SK			
ROLE	Specialist Programmer			
ROLE DESIGNATION	Specialist Programmer			
1. MONTHLY COMPONENTS				
BASIC SALARY			33,650	
BASKET OF ALLOWANCES			21,256	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			6,393	
MONTHLY GROSS SALARY			61,299	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			337	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			4,038	
GRATUITY - 4.81% of Basic Salary*			1,619	
FIXED GROSS SALARY (1+2+3)			67,293	
4. PERFORMANCE BONUS		At an indicative Payout of 50%	At indicative Payout of 100%	
PERFORMANCE BONUS		5,937	11,875	
TOTAL GROSS SALARY (Inclusive of Performance Bonus)		73,230	79,168	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	Fifty Thousand (without security)	@7%	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



## ANNEXURE - II

### NON COMPETE AGREEMENT

I , ARUN S K do hereby acknowledge and confirm the following:-

(1) I am accepting employment with Infosys Limited ("Infosys"). Now, as per the presents below, I agree to the following terms herein, and acknowledge that this is a material condition of my employment with Infosys Limited.

(2) I am required, on behalf of Infosys, to provide services to, or solicit business from, various clients of Infosys for whom I performed services as a Company employee (each such client hereinafter referred to as a "Customer").

(3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with Infosys for any reason, I will not:

a. accept any offer of employment from any Customer, where I had worked in a professional capacity with that Customer in the twelve (12) months immediately preceding the termination of my employment with Infosys;


b. accept any offer of employment from a Named Competitor of Infosys, if my employment with such Named Competitor would involve me having to work with a Customer with whom I had worked in the twelve (12) months immediately preceding the termination of my employment with Infosys.

For the purpose of this Non-Compete Agreement, "Named Competitor" shall mean the following entities and their wholly owned subsidiaries:-

- i. Tata Consultancy Services Limited
- ii. Accenture Limited
- iii. International Business Machines Corporation
- iv. Cognizant Technology Solutions Corporation
- v. Wipro Limited

Place:

Employee Signature:



12/8/25

Date:

Employee Name : Mr. ARUN SK

Acknowledged by Infosys Limited:

## ANNEXURE - III

### INFORMATION SHEET

#### 1. Role and Competency Based Organization

Infosys Limited (“Infosys” or “Company”) has a role and competency based structure. A ‘role’ is defined as a set of responsibilities and accountabilities assigned to or expected to be carried out by a person or group.

All HR processes such as selection, training requirements, career planning, growth and compensation and benefits are based on this structure.

At Infosys, for senior management, there are titles such as Associate Vice President, Vice President, Senior Vice President and Executive Vice President. For employees holding such titles, all policies related to compensation and benefits are based on the title and role of the individual.

#### 2. Probation period and confirmation as a permanent employee

You will be on probation for a period of six months from your date of joining the Company and may be confirmed as a permanent employee upon successful completion of your probation. Please note that as per Company policy, you would be confirmed on the 1st day of the month succeeding the month of completion of probation of six months from the date of joining the Company or after the period of probation, whichever is later. Employees joining on the first working day of the month will get confirmed on 1st of the month in which they complete their probation period.

In addition to your performance during the probationary period, your confirmation as a permanent employee is subject to your submitting the documents required by the Company. Two copies of the following (To be provided on the date of your joining the Company. Please refer to the clause on ‘Background Checks’ for further details) will constitute the required documents:

1. Class 10 (or equivalent) Marks Sheet/s
2. Class 12 (or equivalent) Marks Sheet/s
3. Graduation Marks Sheet/s
4. Final Graduation Degree Certificate
5. Post-Graduation Marks Sheet/s (if applicable)
6. Diploma Certificate (if applicable)
7. Relieving letter / experience letter (in case you are already employed) from all previous employers (as applicable)
8. Passport
9. National Skills Registry
10. PAN Card (“Under Income Tax laws, disclosure of your Permanent Account Number (PAN) to Infosys Limited is mandatory. Please disclose your PAN to Infosys on or before 30 days from the day of joining and note that disclosure of PAN is a pre-condition for your confirmation into the system”).

Please note that the above mentioned documents should be approved by the Employee Relations team and uploaded into the e-docket application 15 days prior to the due date of confirmation. Your confirmation with the Company may be withheld if you fail to submit the aforementioned documents. Your confirmation or extension of probation, as the case may be will be governed by the Company’s Confirmation Policy.

### 3. Leave

You will be eligible for 15 working days of Earned Leave annually during your probation. This shall be credited on a quarterly basis as per the table below:

Year / Quarter	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
Number of Days	4	4	4	3	15

Please note that in above table quarter 1 denotes the quarter you have joined and should not be read by financial year quarter definition.

#### **Illustration:**

If an employee joins the Company in quarter two of the financial year 2025-26, the quarter two of the financial year 2025-26 will be considered as the first quarter for the purpose of leave credit. Please note that leave days shall be credited on a pro-rata basis in the first quarter of your employment.

Post confirmation, you will be eligible for **20** working days of leave annually. The same will be credited from the quarter following your confirmation, in the below pattern:

Year / Quarter	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
Number of Days	5	5	5	5	20

Further details will be provided to you at the time of joining.

### 4. Business Related Expenses

You will be required to claim all business related expenses and settle all dues within 30 days of incurring the expenditure. Expense claims, which are received after 30 days from the date of incurring the expenditure, will be deemed to be unauthorized. Also, any unsettled dues post the aforementioned period would be deducted from the salary.

### 5. Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at **20%** of the Basic Salary as mentioned in the Compensation Details sheet of this letter. The mode of payment for Financial Year 2025-26 will be as follows:

**95%** of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis.

The balance amount will be paid out in the end of the financial year. The mode of payment for each Financial Year will be determined at the beginning of the same.

**Illustration:**

Bonus amount mentioned in the Compensation Details sheet (at 100%) for a certain employee is INR. 1,000 per month. 95% of this amount, i.e. INR. 950, would be paid out to the employee per month. The balance amount of INR 50 per month shall be consolidated and paid out at the end of the financial year.

**6. Basket of Allowances (BOA)**

The Basket of Allowances will be paid to you as part of your salary every month..

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans .

**7. National Pension Scheme**

We offer all our India based employees the option to contribute towards the National Pension Scheme. Any contribution made by an employer to the employee's Tier I NPS account will be exempt from taxes for the employee. This would be over and above the INR 1.5 lakh exemption limit defined under section 80C of the IT Act. The exemption from taxes is available for a maximum contribution of **10%** of Basic Salary of the employee in a Financial Year.

**Details**

Your contribution to NPS will be carved out of your Basket of Allowances (BOA) as a separate component and will be equal to the amount you intend to allocate under NPS. This amount will be directly remitted to the POP\* Bank associated with Infosys. BOA less NPS will continue to be paid through monthly payroll.

A maximum of **20%** of your Basic Salary can be allocated towards NPS. A minimum contribution of INR 6,000 is required annually and INR 500 per contribution.

You can open a Tier 1 account with ICICI Bank if you wish to contribute to NPS. If you already have an existing Tier 1 account with any other bank, you will need to transfer the same to ICICI Bank as that is the Point of Presence Bank for Infosys employees.

You can read the Policy, FAQs and the process document available on our Intranet for all the details once you join. The ICICI branches on our campuses will also help you with your queries.

**8. Information Security**

The role and responsibilities related to Information Security for all employees are outlined in the Information Security Policy of Infosys, which every employee is expected to abide by. All Information Security standards and guidelines will also be applicable to you. In addition, for roles that are privy to more sensitive information, specific Information Security responsibilities will be communicated at the time of joining.

**9. National Skills Registry**

Infosys has always believed in surpassing customer expectations and has created several new benchmarks and standards in security, service and quality, and in order to do this, we have maintained a strong focus on compliance. The "**National Skills Registry**" of NASSCOM, ensures more effective information security

standards. In case you have not registered yourself with National Skills Registry, you would be required to do so prior to your joining Infosys Limited irrespective of the nature of your role with us. The cost of your registration with National Skills Registry will have to be borne by you. For more information on national skills registry for registration, please visit [www.nationalskillsregistry.com](http://www.nationalskillsregistry.com). This kit contains the document on steps/procedures for NSR registration.

## 10. Linkage of UAN and AADHAR Card Number

As per the directions of the Employees Provident Fund Organization (“EPFO”) it is mandatory KYC requirement for all employees to link their Aadhaar card number with their provident fund Universal Account Number (“UAN”). Hence, to comply with the obligations under the Employees Provident Funds and Miscellaneous Provisions Act 1952 (“EPF Act”) and also for availing the benefits under the EPF Act, you are required to disclose either your Aadhaar card number or the Aadhaar enrollment number as applicable, at the time of joining. Please note that Infosys Limited would not be liable for your inability to avail the benefits provided under the EPF Act due to the non-linkage of your Aadhaar card number to your UAN.

## 11. Meal Voucher

Meal Voucher Scheme in India allows employees to set apart some amount from their gross salary to be spent on meals while at work, and avail tax benefits on such expenses. Under this policy, full time employees can select from the below monthly option:

Option 1 - INR 3300

Option 2 - INR 2200

Option 3 - INR 1100

Meal vouchers are made available as a meal wallet on the Infosys ID card, in partnership with ICICI. These meal vouchers can be utilized within the Infosys campus, at food joints only. Upon completion of joining formalities, you will receive the required information that will enable you to enroll for the benefit

*Note: This document only gives indicative details of the different plans and procedures applicable to employees. The implementation of the plans mentioned here is governed by policies of Infosys and applicable legal agencies, and may change from time to time without prior notice. Latest details and specifics of each plan are available with the Human Resources department.*

## Confidentiality and Intellectual Property Rights

To,

Infosys Limited,  
Represented by Nanjappa Bottolanda Somanna,  
VP - Head – Employee Relations (Company)

In consideration of

- a) my employment with the Company and
- b) the fact that I will have access to Company and customer information and technical data which is confidential in nature; I agree as follows:

### 1. Company Intellectual Property

**A.** During the course of my employment with the Company, it is likely that I will come into possession of or become familiar with confidential information relating to identity, personnel, customers, vendors, their present and future requirements, pricing, terms and conditions of contracts and transactions between the customers and vendors, patents, trademarks, copyrights, inventions, prototypes, models, drawings, discoveries, concepts, trade secrets, formulas and systems that relate to their business and that are not a matter of public record, specifications, process information and other technical information used in the business and business plans of the company. I hereby agree that no part of such confidential information will be disclosed by me to any person without the prior written approval of the Company. I agree to maintain strict confidentiality in respect of all such confidential information both during my employment and subsequent to my employment with the Company.

**B.** I further agree that all copyright, ownership and intellectual property rights in any work of any nature carried out by me during the course of my employment with the Company shall vest with and remain with the Company, Customer or the Vendor as the case may be. I agree that I will not be entitled to claim any right, title or interest therein, including moral rights. In the event it should be established that such work does not qualify as a Work Made for Hire, I agree to and do hereby assign to Company all of my right, title, and interest in such work product including, but not limited to, all copyrights, patents, trademarks, and other proprietary rights. I further acknowledge and agree that the Company may, in its sole discretion, assign to third parties all such intellectual property rights.

**C.** I further agree that I shall not disclose to any person all or any part of the intellectual property rights in any work of any nature carried out by me during the course of my employment, belonging to the Company, customers or vendors as may be the case. I agree to maintain strict confidentiality in respect of all such intellectual property rights both during my employment and subsequent to my employment with the Company.

**D.** Both during the term of this Agreement and thereafter, I agree to fully cooperate with Company in the creation, establishment, protection and enforcement of any intellectual property rights that may derive as a result of the services performed by me under the terms of this Agreement. This shall include executing, acknowledging, and delivering to the Company all documents or papers that may be requested by the Company to enable the Company or customers of the Company to create, establish, publish or protect said intellectual property rights.

**E.** If requested by the Company, I agree to promptly return to the Company all materials, writings, equipment, models, mechanisms, and the like obtained from or through the Company, including, but not limited to, all Confidential Information, all of which I recognize is the sole and exclusive property of the Company.

Employee Signature:   
12/8/25

**F.** I declare that as of today, I am not a member of the Board of Directors, a partner or employee, nor do I hold any other office, in any other company or body corporate whether organized for profit or not. In the event that I am permitted to hold any office, whether for profit or otherwise in such organization, I shall immediately inform the Company and I undertake to maintain the confidentiality of all information pertaining to the Company, its intellectual property including methodologies, processes and know how, and its business activities and agree to be bound by any other obligations owed to the company in respect of third parties.

## **2. Customer Intellectual Property**

**A.** During the course of my employment with the Company I may be deputed on specific project/projects of customers. I agree that during such deputation I will fully, punctually and to the satisfaction of the Company and such customers comply with the rules and requirements relating to non-disclosure, confidentiality, security checks and procedures or any other related matters as may be prescribed by such customers.

**B.** I agree to strictly and conscientiously abide by the rules, regulations and security policies related to network security both at the Company and at customer sites. I shall adhere to the specific security measures at customer sites unequivocally and to the satisfaction of the Company and the customer.

**3.** I represent and warrant to the Company that I am not a party to or otherwise bound by any agreement that may, in any way, restrict my right or ability to enter into this Agreement or otherwise be employed by the Company. Additionally, I agree that I will not reveal to the Company, or otherwise utilize in my employment with the Company, any proprietary trade secrets or confidential information of any previous employer.

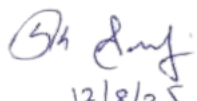
## **4. Non-Compete Clause and Obligations upon Termination**

**A.** During the course of my employment with the Company, I undertake not to enter upon or carry on, either directly or indirectly, any activity which is similar to or in competition with the business or activities carried on by the Company.

**B.** Notification of new Employer: In the event that I leave the employ of Infosys, I hereby grant consent to notification by Infosys to my new employer about my rights and obligations under this Agreement.

**C.** Non Solicitation of Employees: I agree that for a period of twelve (12) months immediately following the termination of my relationship with Infosys for any reason, whether with or without cause, I shall not either directly or indirectly solicit, induce, recruit or encourage any of Infosys' employees to leave their employment, or take away such employees, or attempt to solicit, induce, recruit, encourage or take away employees of Infosys, either for myself or for any other person or entity.

**D.** Client Notification: In the event that my employment with the company is terminated (whether by the Company or by me), or my engagement with a particular client is terminated or changed by the Company, I acknowledge and agree that the Company's management shall be solely responsible for notifying any client of the Company of the fact, timing, and details of such termination or change. In addition, in the event that I have decided to terminate my employment with the Company, I agree that I will first notify the Company of my resignation before discussing it with any client of the Company, and will desist from any such discussions until the Company has had a reasonable period of time in which to notify its clients of the termination of my employment.

Employee Signature:   
12/8/25



5. This Agreement shall be governed by the laws of California if a suit is brought in the United States of America or India if a suit is brought in India. All disputes hereunder shall be resolved in the applicable state or federal courts of California if a suit is brought in the United States of America or India if a suit is brought in India. The parties consent to the jurisdiction of such courts, agree to accept service of process by mail, and waive any jurisdictional or venue defenses otherwise available.
6. This Agreement shall be binding on and shall inure to the benefit of the parties hereto, and their heirs, administrators, successors, and assigns.
7. No waiver by either party of any default shall be deemed as a waiver of any prior or subsequent default of the same or other provisions of this Agreement.
8. If any provision hereof is held invalid or unenforceable by a court of competent jurisdiction, such invalidity shall not affect the validity or operation of any other provision, and such invalid provision shall be deemed to be severed from the Agreement.
9. This Agreement and the rights and obligations thereunder are personal with respect to Employee and may not be assigned by any act of Employee or by operation of law. The Company shall, however, have the absolute, unfettered right to assign this Agreement to a successor in interest to the Company or to the purchaser of any of the assets of the Company.
10. I agree that the Company may initiate appropriate legal action against me for the breach of any of the terms of this Agreement, and to recover the costs of such legal action, including all damages and attorney's fees. The Company may also, at its discretion, terminate my employment with the Company.
11. This Agreement constitutes the entire Agreement, and supersedes all other previous Agreements. It can only be modified by an agreement in writing and signed by the parties hereto.

**Place:** Sankari


**Date:** 12/08/2025

**Accepted:** Infosys Limited

**By:** Nanjappa Bottolanda Somanna

**Title:** VP - Head – Employee Relations

**Employee Signature:**

  
12/8/25

**Employee Name:** ARUN S K

**Employee Number:** 1009077482