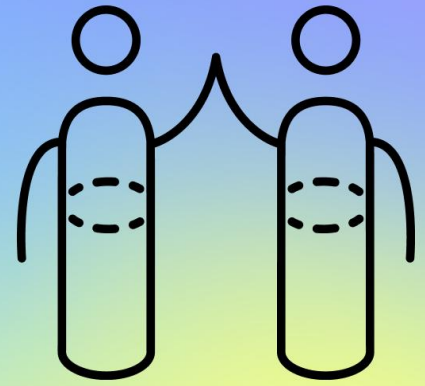




Welcome to EPAM!



Congratulations!

We are excited to have you onboard in what we are sure will be an exciting journey! We wish that you achieve all that you aspire for in your career here at EPAM.

At EPAM, our people are the source of our success and we are committed to providing numerous opportunities for smart, self-motivated, pro-active and collaborative individuals to learn and grow. We invest in EPAMers around the world, helping to find and develop the brightest minds and to build dynamic, lasting careers.

EPAM Systems, Inc. (NYSE: EPAM) is a leading digital transformation services and product engineering company. Since 1993, we have used our software engineering expertise to become a leading global provider of digital engineering, cloud and AI-enabled transformation services, as well as a leading business and experience consulting partner for global enterprises and ambitious startups. Added to the Forbes Global 2000 in 2021 and recognized by Glassdoor as the Best Workplace in 2024, EPAM's multidisciplinary teams serve customers across 55+ countries and regions. We are proud to be among the top 15 companies in Information Technology Services in the Fortune 1000 and to be recognized as a leader in the IDC MarketScapes for Worldwide Experience Build Services, Worldwide Experience Design Services and Worldwide Software Engineering Services. India is the second largest delivery center of EPAM, with 5 state-of-the-art offices in Hyderabad, Bengaluru, Chennai, Pune and Gurgaon.

As we wait for you to come onboard and experience this dynamic culture, we recommend that you make time to go through welcome.epam.in to understand life and culture at EPAM India.

Please do remember to send in your offer acceptance acknowledgement on the new hire portal, the link for which has been emailed to you. This portal also includes information on the list of activities planned for you in the first few days of your joining, to ensure that your assimilation in the EPAM system is smooth and hassle-free. In case you have more questions, or are facing some issues, please raise them on the portal and our team will revert with a response at the earliest.

Congratulations once again on your journey to become an EPAMer. You surely are one of a kind!

Regards,

Srinivas Reddy
EPAM India GDO Head

EPAM Systems India Private Limited

CORPORATE OFFICE: Salarpuria Sattva Knowledge City, 10th, 11th & 12th Floors, Unit 2&3,
Plot No. 2, Phase 1, Survey No. 83/1, Raidurg Village, Serilingampally Mandal, Ranga Reddy District,
Hyderabad, Telangana - 500081. INDIA. Ph.: +91 40 4797 9900. GSTIN: 36AAACW2012R1Z6

Bangalore | Pune | Gurugram | Chennai | Navi Mumbai | Coimbatore | Jaipur

CIN: U74140TG1997PTC028582
E-mail: WFACorporateIndia@epam.com
www.epam.com

October 01, 2025

To,
Anandhabadmanaban Natarajan
N6015, Prestige sunrise park-Norwood,
Neotown road, Electronic city phase1
bangalore, karnataka, - 560100

Dear Anandhabadmanaban,

Sub: Offer of appointment for the post of 'Lead Systems Engineer'

Congratulations!!!

Subsequent to the discussion we had recently with you, we are pleased to offer you an appointment in EPAM Systems India Private Limited as per the terms and conditions mentioned below:

1. DATE OF JOINING

Your employment will commence no later than **January 05, 2026**

2. DESIGNATION

Lead Systems Engineer – A4

3. COMPENSATION

Your total salary per annum is **INR 3,000,000 (Rupees Thirty Lakh Only)**. Details of your salary structure are given in the Annexure.

4. LEAVE

You will be entitled for below leaves on prorated basis as per EPAM leave policy.

Leave Type	Duration
Regular vacation (EL)	15 days leave in a calendar year
Other Leaves	6 days Sick leave & 6 days Casual leave in a calendar year

5. HOLIDAYS

You shall be eligible for 10 holidays in a calendar year per published calendar. Associates working out of client locations shall follow the client holiday calendar.

6. WORKING HOURS

Company follows 9 hour workday and 05 working days a week, with Saturday and Sunday as weekly off for General shift associates. The core working hours are from 9 AM to 6 PM. These working hours and working days would vary depending on project requirements and at company discretion with reasonable notice in accordance with applicable laws. If you are designated to work in shifts, you shall be eligible for shift allowance as per company policy.

7. PLACEMENT OF WORK

- (i) Your place of work will be at **Bangalore**.
- (ii) You shall be liable to serve in any Position, Department or Shift as you may be assigned from time to time.
- (iii) During your employment, you may be transferred to any of the establishments of the company or associate companies in which case you will be governed by the rules and regulations applicable to that establishment.

8. INSURANCE BENEFITS

You shall be covered under the following Insurance benefits from the date of joining:

Policy	Details
Group Medical Health Insurance	<p>New flex benefits plan – choice to choose what works for you and your family.</p> <p>Medical - Employees will be covered in the core plan for a cover of INR 500,000</p> <ul style="list-style-type: none"> Choose Sum insured: INR 500,000 to 25,00,000 Choose Family options: E only, EP/PIL/GP, ESC, ESC2P/PIL/GP, ESC2P+2PIL/GP & SB Buy additional coverage - 5 options <p>Critical Illness - Financial protection against unexpected long-term illness</p> <ul style="list-style-type: none"> Options – INR 500,000 or INR 10,00,000 or INR 15,00,000 Choice For self only & Spouse <p>Wellness packages: Supplemental well-being & -3 options – Gym, Self defense, Personal device, De-stress, Lifestyle.</p> <p>Plan Options : E - Employee, S – Spouse/Domestic Partner, C - 4 Children, P, PIL - Parents and Parents-in-law ,GP-Grandparents, SB-Sibling</p>
Group Personal Accidental Insurance	Group Personal Accidental Insurance for minimum sum insured INR 50 Lakhs or 3 times of CTC whichever is higher
Term Life Insurance	Group Term Life Insurance at company cost for a minimum sum insured of INR 50 Lakhs or 3 times of CTC whichever is higher
Future Service Gratuity	Future Service Gratuity will be covered for any unforce situation (Death), FSG will be paid to Nominees considering Date of Death to retirement age i.e., 65 yrs. $\{(Basic \times 15)/26 \times No. \text{ of years}\}$
Critical Illness	Critical illness: Coverage for Employee only upto INR 10 lacs

Employees can continue to purchase benefits after they have exhausted the allocated flex points and fund the balance through salary contribution. The points are valid for one plan year - **48,000 flex points; 1 flex point = 1 INR.**

9. SECRECY

- (i) Your employment is a full time assignment and you shall devote your whole time and attention to the interest of the company and shall not engage yourself in any other business / occupation, whatsoever during the Project Period;
- (ii) You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position or responsibility occupied by you.
- (iii) You shall not, at any time, during your employment or thereafter, disclose to any person, firm or company any information concerning the affairs of the company or disclose, without the written permission of the company, any information which is or may be of a confidential nature.
- (iv) In this connection, you are required to sign the Non - disclosure agreement in the prescribed format which shall form a part of these terms and conditions.

10. KEY POLICIES, PROCEDURES AND PRACTICES

During your employment with EPAM (and where applicable after your employment has terminated) you must comply with all of the company's policies and procedures and any legal and/or statutory and/or regulatory obligations, including (but not limited to) EPAM policies and procedures on, and any other obligations relating to, anti-bribery and corruption. Failure to do so may result in disciplinary action being taken against you.

You should familiarize yourself with all policies and procedures that apply to your grade and business area as set out on intranet Info.epam.com

11. STATUTORY

All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes based on changes in law from time to time. Further, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment.

Gratuity - Upon cessation of employment after completion of continuous service of at least four (4) years and 182 days with the Company, you will be eligible for gratuity as per the Payment of Gratuity Act 1972. The amount towards gratuity accrual forms a part of the above-mentioned compensation.

Provident Fund - You will be covered under Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by the government from time to time. Your contribution and the Company's contribution have been included as a part of the above-mentioned compensation. Employee's contribution towards PF will be made from the monthly salary.

ESIC - In the event you are eligible, you will be covered under the Employees' State Insurance Act wherein, the Company will contribute towards ESIC at the statutory rate. Your contribution and the Company's contribution form a part of the above-mentioned compensation.

12. TERMINATION OF SERVICE

- (i) This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement, Proprietary Agreement and Disclosure of interest. In addition to these terms and conditions stated in the above documents, there are other company policies and procedures which you agree to observe and follow during your employment with EPAM. These company policies and procedures may be varied from time to time.

(ii) If at any time, in the opinion of the Company, which shall be final, you are deemed insolvent or are found to be guilty of dishonesty, disobedience, disorderly behavior, negligence, indiscipline, or of any conduct unbecoming of the status and the post you hold in the Company's interests or of violation of one or more terms of this letter, your services may be terminated immediately.

(iii) You have been offered position on good faith that all the information and documents provided by you at the time of employment are true and correct. You warrant that you do not have any unsatisfied court orders for repayment of any debts, criminal convictions, penalties, or fines nor are you currently being prosecuted for any criminal offenses. Your continued employment is contingent upon satisfactory background verification including criminal background checks. EPAM reserves the right to terminate your employment without notice if the information and documents provided by you are found incorrect. EPAM reserves the right to recover the costs incurred to perform the check and withhold your salary thereby.

(iv) Absences from Work: Approval should be obtained in advance from your line manager for absence during working hours. If unexpected circumstances mean that this is not possible, you should inform your line manager as soon as possible. Absence without approval and / or explanation will be dealt with under the disciplinary procedure which could result in disciplinary action being taken against you by the Company and which may result in the termination of your employment.

13. NOTICE PERIOD

Your services can be terminated by giving 60 days notice in writing or payment of salary in lieu of notice on either side. In case of shorter notice, the liability will be restricted to payment for the proportionate period which falls short of the notice period. In case you opt for leave during notice period, the notice period will be extended by the tune of leaves availed. If during the notice period you are absent without permission, your services can be terminated without any further notice or pay in lieu of such notice. Any reduction/waiver to notice period shall be at the sole discretion of the Company. Company may adjust balance of annual leaves, while granting such reduction/ waiver.

14. RULES & REGULATIONS

During your employment, you will be governed by the rules, regulations of service and orders of the Company that may be in force and which may be amended, altered or extended from time to time. Your acceptance of this offer carries with it your agreement to observe all such rules, regulations and orders. This offer will automatically lapse if not accepted within one (1) week from the date hereof.

15. NON-COMPETE CLAUSE

For a period of 12 months after the termination of your employment, you must not be employed or engaged (in any capacity) by a customer of EPAM on whose account you worked during your employment with EPAM in the last 12 month before termination of your employment.

16. RETIREMENT

You shall automatically retire from the services of the Company on attaining the age of 65 years and shall have no claim to be continued in the services of the Company thereafter.

17. COMPENSATION STRUCTURE

The Company may, at any time, review and/or restructure the compensation package. Salary will be payable on a monthly basis, subject to applicable taxes, duties, cesses, and other statutory deductions, and is currently paid on or around the last working day of the month.

You are requested to report for duty formally on or before **January 05, 2026 at 9:30 AM**. The joining will be Virtual and you will receive a Welcome email from the Onboarding Team 1 day prior to your joining.

You are requested to submit a soft copy of all the below mentioned documents. All the soft copies of these documents are mandatory to submit on the day of your joining:

- Certificates in proof of your educational qualifications (Graduation, Post-Graduation)
- Address and ID proof (Passport, Aadhaar & PAN)
- Two passport size Photographs (the background should be white)
- Resignation acceptance/Relieving/ Experience and Offer Letters of all the previous employers
- Resume

TOTAL REWARDS STATEMENT
Name of the Associate : Anandhabadmanaban Natarajan
Designation : Lead Systems Engineer [A4]

Components	Amount in INR / Annum	Amount in INR / Month
Basic	856800	71400
HRA	342720	28560
Other Allowances	1656472	138039
Gross	2856000	238000
PF – Employer's Contribution	102816	8568
Gratuity	41192	3433
Fixed Compensation	3000000	250000
Cost to company	3000000	250000

OTHER ALLOWANCES:

Other allowances include Flexible benefits as a component to your salary structure that you can select from the below given list to avail tax benefits per the Income Tax act provisions and as provisioned in the payroll structure/policy of the company. Conditions and limitations may apply.

Allowance Type	Limit
Lunch Allowance	Maximum of INR 2200/- per month
Telephone & Internet	Maximum of INR 2000/- per month
Children Education	Maximum of INR 100/- for education and INR 300/- for boarding expenses per child and for a maximum of two children
Leave Travel Assistance	Leave Travel Allowance is allowed twice in a block of four years as stipulated in the Income Tax Act
Business Attire	Maximum of INR 1000/- per month
Professional Development	Maximum of INR 1000/- per month
National Pension Scheme	Maximum 10% of Basic per month
Car Fuel, Maintenance Allowance	Maximum Limit per month – Rs. 1800/2400 (CC of engine < 1.6 litres & > 1.6 litres)

Your faithfully
For EPAM Systems India Private Limited

Srinivas Reddy
Managing Director

OFFER LETTER ACCEPTANCE:

No signature is required from upon acceptance of this offer. By clicking the acceptance button, you have agreed to be bound by the terms & conditions upon which the offer of employment has been made. An acknowledgment of receipt of the acceptance will be sent to you. This contract is legally binding based on the laws of India.