



Exhibit I

CONFIDENTIALITY AND INTELLECTUAL PROPERTY AGREEMENT

This Confidentiality and Intellectual Property Agreement (the "Agreement") sets out some of the terms under which you and Veritas will work together, including your obligations to not bring any third party confidential or proprietary material to your work at Veritas, to keep confidential all proprietary information of Veritas and to assign to Veritas any inventions that you make while employed by Veritas. In this Agreement, the term "Veritas" includes **Veritas Software Technologies India Private Limited** and any of its affiliated entities, which either exist currently or are created or acquired in the future. This Agreement becomes effective when it is signed by you.

1. **Protecting Confidential Information.** As part of your work at Veritas, you will have access to non-public information from Veritas and third parties with whom Veritas does business ("Confidential Information"). You should consider everything you learn or create while working at Veritas Confidential Information, unless that information is publicly known. Some examples of Confidential Information you may encounter include (but are not limited to) inventions, marketing plans, product plans, product designs, prototypes, business strategies, financial information, forecasts, personnel information, contact information, and customer and supplier lists. You agree to not disclose any Confidential Information to anyone outside of Veritas and to use Confidential Information only as needed to perform your job at Veritas.
2. **Do Not Use Any One Else's Confidential Information.** You agree you can perform your job without violating any agreement with your former employers or any other party. You will not bring with you, or use to perform your job, any information or material from any other person or company (including but not limited to your former employer) unless the material is publicly available without any conditions on how it may be used.
3. **No Conflicts.** You will not undertake any other employment or activities that would conflict with your work with Veritas, for remuneration or otherwise, without first obtaining written permission from Veritas. If you have any doubts about whether taking a particular position represents a conflict, or need to obtain permission from Veritas, please visit Veritas's Office of Ethics and Compliance Conflicts of Interest web page for the required disclosure form and details on how to proceed.
4. **Inventions.** What you invent, write, develop or create during your employment at Veritas, whether alone or with others, ("Veritas Inventions") belongs to Veritas. You acknowledge that all Veritas Inventions are the sole and exclusive property of Veritas and are considered "works made for hire" under copyright laws. By accepting employment with Veritas and signing this Agreement, you assign all right, title and ownership (including all intellectual property rights and any Moral Rights) in any Veritas Inventions to Veritas. You agree that such assignment shall be perpetual, worldwide and royalty free. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, such assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to you, even if Veritas does not exercise the rights under the assignment within a period of one year from the date of assignment. You further acknowledge and agree that you shall waive any right to and shall not raise any objection or claims to the Copyright Board with respect to the assignment, pursuant to Section 19A of the Copyright Act, 1957.

You agree to waive and never assert any Moral Rights you may have in the Veritas Inventions (or your Prior Inventions to the extent you have granted Veritas a license to those Inventions by using them in your work at Veritas, as more fully described in Paragraph 5 below). "Moral Rights" means any rights to claim authorship of a work, to object to or prevent the modification or destruction of a work, to withdraw from circulation or control the publication or distribution of a work, and any similar right, regardless of whether or not such right is denominated or generally referred to as a "moral right" and including, but not limited to, any rights conferred by section 57 of the Copyright Act, 1957. It is at the sole discretion of the Company to select the jurisdictions where the intellectual property and other proprietary rights in the Confidential Information will be registered. To the extent the applicable laws of the selected jurisdictions allow, the Employee hereby irrevocably and unconditionally waives in favour of the Company any and all moral rights in any Confidential Information.

If requested by Veritas, either during your work at Veritas or after your employment ends, you will promptly execute all documents, or take any actions, to secure, perfect, protect, maintain and/or enforce the intellectual property rights in your Veritas Inventions in any country. You appoint any officer of Veritas as your attorney-in-fact to execute documents on your behalf for this purpose and agree that this appointment is coupled with an interest and will not be revocable.

Anything you invent, create or write on your own time without using Veritas resources or information and unrelated to Veritas's business or anticipated development efforts ("Personal Inventions"), does not belong to Veritas. You also agree that you will

provide a brief written description to Veritas's Office of Ethics and Compliance of anything you invent, create or write that is related to Veritas's business within six months of the end of your employment with Veritas.

5. **Prior Inventions.** You have listed on Exhibit A to this Agreement anything you have invented, written, developed or created prior to your employment at Veritas ("Prior Inventions") and any continuing obligations you have concerning your Prior Inventions. You should make sure you disclose only what you can about the Prior Invention without violating any confidentiality obligations you may have to a former employer or other third party. You will not use any Prior Invention or Personal Invention in performing your work at Veritas. If you do use any Prior Inventions or Personal Inventions in your work at Veritas, you grant to Veritas, under all of your applicable intellectual property rights, a worldwide, perpetual, irrevocable, transferable, fully-paid up license, to make, have made, use, offer to sell, sell, import, export, modify, reproduce, prepare derivative works of, perform, display, distribute, and otherwise exploit the Prior Invention or Personal Invention, including the right to sublicense these rights to others.
6. **Obligations After My Employment Ends.** You must continue to abide by certain terms of this Agreement even after your employment with Veritas ends. Those terms are contained in Paragraphs 1, 2, 4, 5, 6, 8 and 9 of this Agreement. Once your employment ends, you will return to Veritas all Confidential Information you may have, including all records related to your Veritas Inventions. You agree you will not take any copies of any Confidential Information with you once your employment ends.
7. **No Guarantee of Employment.** This Agreement does not constitute a contract of employment or obligate Veritas to employ you for any particular period of time. Your employment with Veritas and its termination will be governed by the terms of your employment contract.
8. **Non-Solicitation.** During the term of your employment and for one (1) year after, you will not directly or indirectly solicit, induce, encourage, or attempt to solicit, induce, or encourage any employee or contractor of Veritas to leave Veritas for any reason. However, this obligation shall not affect any responsibility you may have as an employee of Veritas with respect to the bona fide hiring and firing of Veritas personnel.

General Legal Terms. In the event of any violation of this Agreement by you, in addition to other remedies Veritas may have, Veritas will have the right to an immediate injunction and the right to recover its reasonable attorney's fees and court costs incurred to enforce this Agreement. The meaning, effect, and validity of this Agreement will be governed by the laws of India. The courts in Pune, Maharashtra, India shall have the exclusive jurisdiction over all disputes or claims between you and Veritas. No waiver of any right or remedy relating to this Agreement will be binding on Veritas unless in writing and signed by an authorized representative of Veritas. This Agreement may not be modified or changed except in a writing signed by you and an authorized representative of Veritas.

Veritas Software Technologies India Private Limited



Name : Leucadia Milly Sandeep

Title : India HR Lead

You will be electronically signing this document which includes the Confidentiality and Intellectual Property agreement and the description of prior inventions.