



**27 June 2024**

Fardeen Baig Mahammad  
EID:6302

**RE: Continuing Obligations of Employment Agreement**

Dear Fardeen,

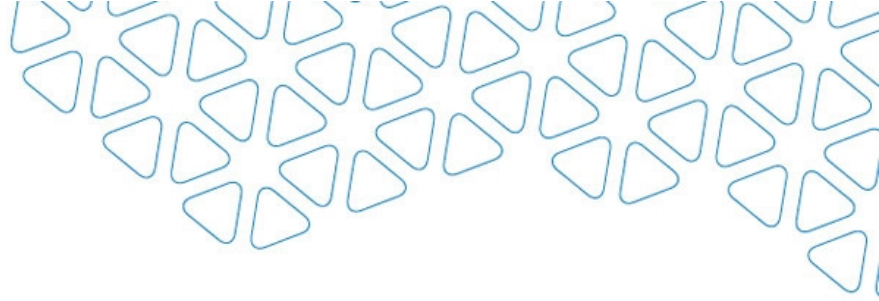
I am writing to you in relation to your resignation from TEKsystems Global Services Pvt. Ltd. ("TGS") which was given on **13 June 2024**. I confirm that, in accordance with that notice, your employment ends on **05 July 2024**.

I also take this opportunity to remind you of the obligations that you agreed upon with TGS. These include obligations that must be fulfilled after your employment has ended. Please refer specifically to your Employment Agreement ("Agreement") to understand these.

Please be assured that this letter does not assume in any way that you do not intend to honour your obligations with TGS. It is simply a reminder of the commitments you made to us. You must also abide by your fiduciary, statutory and other general employment duties, including your duty of good faith and fidelity to TGS.

You will be required to abide by the following obligations as further enumerated under your Agreement after the end of your employment with TGS:

- (a) You will not deal with, seek employment or engagement with, be employed or engaged by or engage in business with or be in any way interested in or connected with, whether as principal, agent, majority shareholder or investor, director, consultant, employee or otherwise, with any competitor of TGS to solicit business from any client for the purpose of providing to that client, services which are the same as or similar to those you have been involved in providing to that client at any time in the (12) twelve months preceding the last working day of your employment;
- (b) You will not deal with, seek employment or engagement with, be employed or engaged by or engage in business with any client or work on any account or business of any client of TGS for the purpose of providing to that client services, which are the same as or similar to any services which you have been involved in providing to that client at any time in the (12) twelve months preceding the last working day of your employment;
- (c) You will not solicit or endeavour to entice away from TGS any appointee, officer, consultant or senior or managerial employee of TGS (whether or not such person would commit any breach of his contract of employment or engagement by reason of leaving the service of TGS) or knowingly employ, assist in or procure the employment by any other person, concern, undertaking, firm or body corporate of any such person;



- (d) You will not communicate to any person, concern, undertaking, firm or body corporate anything, which is intended to, or which will or may damage the reputation or good standing of the TGS; or
- (e) You will not at any time following the last working day of your employment represent yourself as being in any way connected with our interest in the business of TGS.

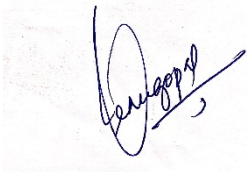
In addition to the above, you will remain bound by your confidentiality and intellectual property (including moral rights) obligations.

As I am sure you would understand, these measures were agreed in order to protect TGS's legitimate business interests, including its confidential information, goodwill, customer and employee connections and trade secrets. At the time of entering into your Employment Agreement (and at all times since), these restraints have been regarded as necessary given that you were to have (and have in fact had) access to TGS's confidential information and close connections with its customers and employees.

Although we hope that the need will never arise, it is important that you understand that TGS reserves the right to take such action as may be necessary to protect its interests including the commencement of proceedings against you in the event that you breach your obligations.

If you have any questions in relation to the above, please do not hesitate to contact me.

**Yours sincerely,**  
**TEKsystems Global Services Pvt. Ltd**



**Venugopal Jayachandra**  
**(HR Head APAC Region)**

*fardeen baig*

**Agreed and Acknowledged**  
**(Fardeen Baig Mahammad)**