

SCHEDULE III (NDA Template)

NON-DISCLOSURE AGREEMENT

This Non-Disclosure Agreement ("Agreement") is executed as of the _____ ("Effective Date")

BY AND BETWEEN:

AlonOS India Private Limited, a company incorporated under the laws of India and having its registered office at Third Floor, Dr. Gopal Das Bhawan, 28, Barakhamba Road, New Delhi- 110001, India ("Vendor").

AND

Anubhav Chauhan, (employee code: 125085 an Indian Inhabitant, aged 27 years, residing at 3/12 Palm Road Shipra Suncity Indirapuram Ghaziabad Uttar Pradesh -201014.

Where the context so requires, Vendor and Employee are individually referred to as a "Party" and collectively as "Parties".

WHEREAS:

- A. The Vendor is engaged in the business of _____.
- B. The Employee is an employee of the Vendor.
- C. The Vendor has selected the Employee to be deployed at the facility of InterGlobe Aviation Limited ("Client"), for provision of certain services to the Client pursuant to the Agreement for Staff Augmentation Services dated 1st Oct 2025 executed between the Vendor and the Client (the "Transaction").
- D. The Client may provide Confidential Information (*defined below*) to the Employee from time to time in connection with the Transaction.
- E. The Parties wish to record the terms on which Confidential Information owned by the Client will be provided to the Employee to avoid unauthorised use and disclosure of such Confidential Information by the Employee.

NOW THEREFORE, in consideration of the promises and mutual covenants herein, the Parties agree as follows:

1. The following term shall have the meaning ascribed to it below:

"Confidential Information" means any information regarding the Client or any business opportunities including any of their shareholders, affiliates, customers, prospective customers, officers, employees, directors, consultants and/or advisors and their business affairs, pertaining to or required to be accessed by the Employee for the purpose of the Transaction whether or not expressly designated as 'confidential', which the Employee is provided with or comes in contact with (prior to execution or after the execution of this Agreement) in connection with the Transaction, or creates during the term of this Agreement, whether written, oral, documentary, pictorial, in machine readable form or by observation by the Employee, including but not limited to information concerning technology, technical processes, computer systems, software, algorithms, procedures, security procedures, the layout of premises, intellectual property rights,

data, studies, analysis and/or reports, prices, pricing strategies and mechanisms, know-how, financial information, projects, business models or strategies, business plans, business information, customer information, business strategy, developments, human resource matters, including in relation to any add-on services, know-how and processes, trade secrets, market intelligence, its actual or potential customers and business partners, its actual or potential customers and business partners and any correspondence between them (including the details of the contents of this Agreement), in connection with the Transaction, irrespective of whether or not it is indicated (verbally or in writing), as proprietary, confidential, or the equivalent, at the time of transmittal to the Employee, or any information that anyone receiving such information including the Employee, may reasonably consider as proprietary, confidential or the equivalent. Confidential Information may (without limitation) take the form of: (i) documents, technical specifications, unpublished patent specifications, data, drawings, plans, processes, photographs, databases, computer software in disk, cassette, tape, electronic or any other form and items of computer hardware; or (ii) oral descriptions, demonstrations or observations or information.

2. The Employee undertakes that it shall maintain strict confidentiality in relation to the contents hereof, the existence, nature and substance of discussions between the it and the Client and will not disclose the same or any portion thereof, including the fact of the existence of this Agreement or the terms hereof, or disclose any Confidential Information to third parties except only to and between the members of the core group, who have a need to know in connection with the evaluation or execution of the Transaction. The Employee expressly acknowledges and agrees that it shall abstain from and desist any written or oral disclosure of Confidential Information (including any reference (direct or indirect) to such Confidential Information) to the Vendor or any other third parties including any friends, colleagues, acquaintances, reporters, media, social media and/or through any other communication channels other than as expressly permitted under this Agreement and solely for the purpose of this Agreement. The Employee shall implement appropriate safeguards to protect the security, confidentiality and integrity of the Confidential Information, such safeguards to be designed to ensure the security and confidentiality of the Confidential Information, protect against any anticipated threats or hazards to the security or integrity of the Confidential Information and protect against unauthorized access to or use of the Confidential Information.
3. The Employee shall take all necessary steps and precautions to protect the Confidential Information against any unauthorized use and/or disclosure in violation of this Agreement. The Employee shall notify the Vendor and the Client in writing immediately upon it becoming aware of the occurrence of any unauthorized release of Confidential Information or other breach of this Agreement.
4. The Employee agrees that any working papers, deliverables, reports or any other documents, whether in electronic or printed form created or developed pursuant to or in connection with the evaluation of the Transaction ("Deliverables") shall be so created or developed on a work for hire basis, for and on behalf of the Client, and all rights, title and interest in such Deliverable shall be owned by the Client and the Employee and assigns any and all rights, title or interest it may have on such Deliverables in favour of the Client and waives off its right to claim any and all rights, title and/or interest including any moral rights on the Deliverables
5. If the Employee is required to disclose any such Confidential Information in compliance with any order of a judicial and/or regulatory authority of competent jurisdiction or due to any requirement of legal and/or regulatory process, regulation, governmental order, decree, regulations or rules, the Employee shall notify the Vendor and the Client of such a requirement prior to such disclosure so that the Client may seek a protective order or other appropriate remedy or waive compliance with this paragraph, to the extent necessary.
6. Employee acknowledges that the Client is listed in India and that Indian securities regulations apply to it (including those relating to prohibition of insider trading).

7. Any and all Confidential Information shall, at all times, remain the property of the Client. The Employee shall use the Confidential Information received, at any time, solely for the purpose of considering and executing the Transaction and shall not, except as hereinafter provided, disclose, in any manner whatsoever, in whole or in part, any of the Confidential Information to any person, nor shall it use the Confidential Information received, at any time, for any purpose other than in connection with the Transaction. The Employee shall not make any copies, in whole or in part, machine readable or otherwise, of the Confidential Information except for copies that need to be made strictly in respect of considering and evaluating the Transaction. The Employee shall, at the request of the Client at any time, promptly return to the Client, all tangible forms of the Confidential Information, including any and all copies and partial copies thereof, whether machine readable or otherwise.
8. The Employee acknowledge and agree that damages suffered by the Client and/or Vendor as a consequence of any breach by the Employee of its obligations under this Agreement, shall be difficult to ascertain and inadequate to completely compensate or remedy the damages suffered and the Employee agrees that the Vendor and/or Client shall be free to seek any remedy under law including temporary or permanent injunction and / or specific performance of this Agreement in order to protect its rights hereunder, without limiting any other rights and remedies that the Vendor and/or the Client may have.
9. This Agreement shall be governed and construed in accordance with the laws of India and any and all questions of interpretation, claims and disputes under this Agreement shall be subject to the exclusive jurisdiction of the courts at Delhi, India
10. This Agreement shall be effective from the Effective Date and shall continue till the time the Employee is deployed with the Client. The confidentiality obligations herein shall survive the expiry or termination of the Transaction and remain in force for a period of five (5) years from the date of cessation of deployment of the Employee with the Client.
11. This Agreement may be executed in two counterparts, each of which shall be deemed to constitute an original, and shall come into existence when both counterparts have been signed by the Parties hereto and such counterpart (so signed) has been delivered to each of the Parties.
12. The Vendor may assign or transfer any of its rights, powers, duties or obligations under this Agreement, without the prior written consent of the Employee. This Agreement is personal to the Employee and cannot be assigned or transferred without the prior written consent of the Vendor and the Client.
13. The Employee acknowledges and agrees that the Client is a third-party beneficiary of this Agreement having the right to enforce this Agreement against the Employee, in the event of failure of the Vendor to restrict or prevent the Employee from making any unauthorized use/disclosure of the Client's Confidential Information.

| Signed for and on behalf of Vendor | Signed by Anubhav Chauhan |
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| <hr/> Name: Sandeep Kumar Sharma Designation: Chief Financial Officer | <hr/> Designation: Associate Software Engineer |