

Date: 29/12/2025

ONLY TO BE OPENED BY: **Puneeth Raj G**

#35, 2nd floor, 14th Main, AGS Layout
Bangalore- 560061
India

Subject: Appointment Letter

Dear Puneeth Raj G,

We are pleased to appoint you to the position of **Associate Product Manager** at FACTSET Systems India Private Limited and you shall be initially reporting to **Richard Peterson**. We wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

The nature of your role and responsibilities are as per your qualification and experience. You will be responsible for performing such duties as assigned at this position and also performing any other duties as your Manager shall reasonably designate from time to time.

Your total Cost to Company ("CTC") will be **₹17,78,816.00** per annum as detailed in the annexure hereto.

Your appointment is effective **27/01/2026** subject to the terms and conditions herein.

1. Employment Agreement

Your employment with FACTSET System India Private Limited or its subsidiaries/affiliates will be governed by the terms and conditions mentioned in the Employment Agreement and such other agreements/documents as well as the Company employment standards and policies as may be applicable from time to time. A copy of the Employment Agreement is being enclosed along with this letter, you are requested to sign and return it to your HR Representative along with this document. The terms and conditions of employment are subject to change from time to time at the Company's discretion and the same shall be communicated to you by the Company.

2. Non-Compete, Non-Disclosure & Non-Solicitation Agreement (NDA)

You are required to sign and return the attached Non-Compete, Non-Disclosure & Non-Solicitation Agreement to your HR Representative immediately.

3. Employee Handbook

Your employment will be governed by the policies and practices of the Company, including as documented in the Employee Handbook available on our Intranet site. You will be required to acknowledge that you have read and agree to follow the policies and practices covered in the Employee Handbook. Changes to these will be communicated from time to time as appropriate by your HR representative and on our Intranet site

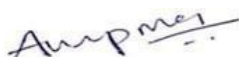
4. Validity

Under any of the following circumstances, this offer of appointment will become Invalid and may be withdrawn by the Company at its sole discretion, without limitation if;

- a. You do not agree to the terms and conditions mentioned in this letter and do not return the signed Employment Agreement and the NDA in time or such other employment-related documents as may be requested by the Company for the purpose of your employment with the company, or
- b. The documents provided by you relating to your qualifications and past experience and representations made by you in this regard not being true and genuine;
- c. Unsatisfactory feedback on your credentials from any of the references furnished by you, or
- d. Unsatisfactory Background Verification report, or
- e. Any other essential information that has been suppressed or falsely provided.

Yours sincerely,

For FACTSET System India Private Limited.



Anupma Ranjan
Associate Director, Talent Acquisition

Date: 29/12/2025

Acceptance

I, **Puneeth Raj G**, agree to accept the Terms and Conditions of employment at FACTSET System India Private Limited mentioned in this appointment letter and the annexure.

Name

Signature

Date

Place