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**INDEMNITY BOND FOR CLAIM AGAINST BANK PAYMENT PROOF NOT
SUBMITTED/NOT IN THE NAME OF ASSOCIATE.**

This Deed of Indemnity executed on this 26th day of October month, 2023 in favour of the EPAM Systems India Pvt. Ltd., having its Registered Office at 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, hereinafter called the COMPANY, which term shall, unless otherwise opposed to the context, mean and include its successors and assigns, by:

Mr./Ms./Mrs. MANISH KUMAR PANSARI S/O, D/O, W/O ARUN PANSARI about 2.9 years employed as Senior Software Engineer (designation) and residing at NEAR POST OFFICE, POST OFFICE ROAD, NAUGACHIA, PIN-853204 hereinafter called the INDEMNIFIER which term shall unless otherwise opposed to the context mean and include his/her legal representatives, executors, administrators, assigns and successors as follows :

WHEREAS the Indemnifier had submitted a claim for reimbursement of expenses incurred by him/her to the Company which was enclosed with soft copy of bills/handwritten bills specified for this purpose together with the duly completed claim form and the supporting bills evidencing the expenses against which the claim is made during the FY 2022 – 2023.

WHEREAS for said reimbursement, bank payment proof is not in the name of associate, it is in the name of her husband (non Epamer) and whereas upon representation of Indemnifier the same has not earlier been treated for processing the payment and that the Indemnifier has not received any money against the said claim.

WHEREAS the Indemnifier has expressed his/her willingness to undertake and indemnify the company that he/she has incurred this expense and shall not ever make any claim against the bills and in the event of such claim being found to be already settled it shall be returned to the Company for cancellation of the repeat claim and the Indemnifier has agreed to stand as surety.

And whereas at the request of the Indemnifier the Company has agreed to process the claim for reimbursement of expenses amounting to Rs. 10,225 /- (Rupees 10,225 only) on execution of this Indemnity Bond.

Now I, MANISH KUMAR PANSARI ARUN PANSARI
S/O, D/O, W/O about 29 years employed
as Senior Software Engineer (designation) and residing at
NEAR POST OFFICE, POST-OFFICE ROAD, NAUGACHIA, PIN-853204
, in consideration of the Company processing a claim with the attached bank statement, for myself and my representatives, executors, administrators, jointly and severally agree and undertake from time to time and at all times hereafter to keep the Company harmless and indemnified from and against all claims, demands, action, liabilities and expenses, which may be made or taken or incurred by reason of processing a reimbursement claim for Rs. /- (Rupees 10,225 only)

Dated at Hyderabad on the date, month and year first above.

Witness:

1. Signature: Aman Kumar
Name: AMAN KUMAR
Address: NAUGACHIA

2. Signature: VIKAS KUMAR
Name: VIKAS KUMAR
Address: NAUGACHIA

Manish Kumar Pansari
Indemnifier
(Name & Signature)
MANISH KUMAR PANSARI