

To,
Shashank Vijay Ramteke
Shrinagar Ward No. 2,
Murmadi, Bhandara,
Lakhani-441804
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28 August 2023

Subject: Termination of Services

This is with reference to our previous discussion with you regarding the inconsistency in your representation of certain material facts to Infosys limited (hereinafter "Infosys") during the recruitment process for your employment with Infosys.

I refer to our meeting on 28 August 2023, in which you were advised that Infosys has decided to terminate your employment for misconduct, effective on and from 28 August 2023.

As per UAN findings hidden employment with Smartenviro systems private limited for the period of 01 May 2019 to 30 Apr 2021 and the same was not disclosed at the time of joining.

Infosys subsequently issued you with a formal Show Cause Notice dated 28 July 2023.

The Show Cause Notice stated that the Allegations, if substantiated, would be in breach of the following:

- Infosys' Code of Conduct and Ethics; and
- Infosys' Employee Handbook

You were given an opportunity to provide a written response in relation to the Allegations, which you elected not to do.

Infosys has now had the opportunity to consider all the material before it and to take your response into account. As per the Background check clause of the Offer letter dated 28 June 2023, you have consented that the Company reserves the right to conduct background check on you anytime, prior to or after you are joining, and if dissatisfied with the outcome of the background checks and the documents or response provided, reserves the legal right to terminate your contract of employment.

Based on the facts and evidence before us, it is apparent that your conduct justifies severe disciplinary action. Accordingly, this letter serves as notice of the termination of your employment with Infosys.

Infosys expects that you will comply with all post termination obligations set out in your employment contract, including your obligations to return Infosys' property and protect its confidential information.

Yours truly,
For Infosys Limited,



Authorized Signatory

INFOSYS LIMITED

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