

I, Ramkumar Kayarat working as Director and CHRO with TALENTAXISPRO PRIVATE LIMITED a Private Limited Company with its registered office at Corp. Off. No 16A, Floor 2, Tower A, Downtown City Vista, Fountain Road, Ashoka Nagar, Kharadi, Pune – 411014 (the “Service Provider”) hereby represents, warrants and covenants that:

1. The Service Provider does not have any relationship direct/indirect of any kind with Director on the Board of Cognizant Technology Solutions India Private Limited (“Cognizant”) or any of its affiliates, including any of the Management Team members with Cognizant or any of its affiliates; or any other employee(s) of Cognizant.
2. The execution and performance of any agreement with Cognizant does not and shall not violate any existing arrangement, law, rule, regulation, order or judicial pronouncement; and that there are no material litigations pending against the Service Provider that would preclude the Service Provider for performing services for Cognizant.
3. It has received and read Cognizant’s Supplier Standards of Business Conduct and other policies and procedures promulgated by Cognizant, from time to time, and located at <https://www.cognizant.com/us/en/information-for-suppliers>, which are incorporated herein by reference. Service Provider shall abide by Cognizant’s Supplier Standards of Business Conduct and other policies of Cognizant.
4. It complies with all applicable laws, rules and regulations as amended from time to time, including without limitation, the provisions of the Provident Fund and Miscellaneous Provisions Act, 1952; Employees State Insurance Act, 1948; Minimum Wages Act, 1948; Payments of Wages Act, 1936; Contract Labour (Abolition and Regulation) Act, 1979, Payment of Gratuity Act, 1972, laws related to fraud, theft, forgery, labour standards, protection of intellectual property rights, safety of persons or property, protection and preservation of the environment, laws relating to hazardous or contaminated materials and Foreign Corrupt Practices Act and applicable anticorruption laws. Service Provider expressly agrees not to discriminate against any employee or applicant for employment because of race, colour, religion, national origin, sex, sexual orientation, marital status, age, disability, or any other legally protected category, and shall during the performance of this Agreement comply with all applicable regulations governing employment opportunities.

TALENTAXISPRO PRIVATE LIMITED

Director

(Sign)

Name : Ramkumar Kayarat

Date : 08-05-2025

Company Seal :