

17/07/2024

Rishi Kumar Dubey
87/9f Acharya Nagar,

Kanpur, UP 208003

Dear Rishi Kumar,

We are pleased to extend an offer to join IND Informatica Business Solutions Pvt Ltd, (the "Company" or "Informatica"), subject to the following terms and conditions. You will report for work and your employment will begin on July 29, 2024. Your employment will end on July 25, 2025.

1. JOB TITLE

Your job title at Informatica will be Software Engineer Trainee (R&D). In this capacity you will report to Mohnish Modi, Senior Manager, Development. At any time, Informatica may change your reporting structure of job title based on business needs, and likewise may adjust your role, responsibilities or work assigned from time to time. You will be employed by the company at the Bangalore, India office (see physical address immediately below).

| Bangalore | Hyderabad | Chennai |
|--|--|---|
| Informatica Business Solutions Pvt. Ltd. No. 66/1, Bagmane Commerz 02 Bagmane Tech Park C V Raman Nagar Bangalore, Karnataka India - 560 093 | Informatica Business Solutions Pvt. Ltd. Unit no. 804, 8th floor, Skyview 10 Sy No. 83/1, Plot Nos., 22, 23, 24, 31, 32 & 33, Raidurgam, Madhapur Telangana State Hyderabad – 500 081 | Informatica Business Solutions Pvt. Ltd. Unit No. 202, 2nd Floor, RMBP II, Perungudi Village Tambaram Taluk, Kancheepuram District Chennai, Tamil Nadu India - 600 096 |

2. COMPENSATION

- **Compensation:** Your monthly stipend is Rs.35,000.00 and you will not be eligible for any other standard benefits. You will not be eligible for overtime pay unless you receive written pre-approval from your manager

3. OTHER BENEFITS

Guest House accommodations: In order to help you settle down initially in your work location, you will be provided a 14 day free guest house accommodation starting from a day before your date of joining. The details will be shared separately.

In connection with this offer, you are eligible to receive a relocation allowance of Rs.25,000.00, which you will receive in the first available paycheck within 30 days, provided you are still active on the Company's payroll. In the event that you leave Informatica during the period of your internship for any reason other than a reduction in force, by signing this offer you agree to reimburse the Company for the relocation allowance. Also, you will be eligible for 14 days accommodation in Bangalore, India when you relocate to the same.

4. CONFIDENTIALITY

The Company considers the protection of its confidential information and proprietary materials to be very important. Therefore, as a condition of your employment, you are required to execute a Confidentiality and Intellectual Property Agreement, annexed to this letter of appointment and employment contract, as a term and condition of your employment with the Company. You further agree that you will not use the Company's trade secrets to solicit customers of the Company either during your employment with Informatica (except as expressly authorized by the Company) or after your employment with Informatica ends.

5. RESIGNATION OR TERMINATION

1. The Company retains the right to terminate your employment, without giving any notice or pay in lieu of notice, in case of any wrongful declaration, misconduct, fraud or misappropriation of funds or breach of any terms of service or any policy of the Company, including but not limited to the Code of Business Conduct.
2. If termination is initiated by you, the Company may, at its discretion, relieve you from a date it may deem fit, at any time before expiration of the notice period, without incurring any liability to pay you compensation for the unexpired period of the notice period.
3. On termination of employment and/or your resignation you will immediately return to the Company all monetary dues (like loans, advances, relocation expenses, etc.), tools, accessories, formulae, documents, specifications, books, etc., of whatsoever nature in your custody, care or charge and obtain clearance from the relevant person(s), office(s), department(s), on production of which alone your dues, if any, will be

settled by the Company.

6. ABANDONMENT

Absence for a continuous period of five working days without notice will render you to lose your lien on employment, and the same will be deemed as voluntary abandonment of service and you will be terminated without notice and without any pay in lieu of notice.

7. PLACE OF WORK AND TRANSFER

Your services can be transferred by the Company in such capacity as the Company may, from time to time, determine anywhere in India or abroad to any one of Informatica's parent companies, departments, subsidiaries, joint ventures, associates, sister companies, etc. as per the needs of the Company.

Such transfers will not create for you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees in the place you are transferred to.

8. RETIREMENT

Your age of retirement from the services of the Company will be on completion of 60 years. However, you may be retired at any age before sixty years during your services in the establishment if you are unable to perform or render service satisfactorily due to any form of physical or mental infirmity or are not able to perform given work. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls. This refers to the date of birth submitted by you to the Company at the time of joining. No changes to the date of birth would be entertained, at any later point in time.

9. EMPLOYMENT VERIFICATION & CREDENTIALS

Your employment will be subject to a background check, which will be conducted by such agency/firm/establishment, whose services are contracted by the Company, from time to time. The verification will include authentication of any factual or historical information provided by you, related to past and present data such as reference details, previous employment details, educational credentials and criminal records, etc.

If any declaration given or information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, you will be liable to be removed from services without any notice or compensation.

10. OTHER TERMS AND CONDITIONS

Your work in the Company will be subject to the rules and regulations of the Company, as promulgated and modified from time to time in relation to your conduct, discipline and other matters. In addition, all such other rules and regulations as may be in operation at the time of your accepting the appointment with the Company and which may be amended or altered from time to time at the discretion of the Company will also apply to you.

11. EXCLUSIVITY, NON-RECRUITING COVENANT

While employed by the Company, you will not be allowed to undertake any other employment or engage in any external activities of commercial nature without prior written approval, in accordance with the provisions of the Code of Business Conduct. Also during your employment with Informatica, you may not compete with the Company or assist others in competing with the Company in any way, or serve as a director, officer, employee or consultant or contractor of any person or entity providing products and/or services that would substitute or replace those of the Company, except that you may own fewer than one percent (1%) of the outstanding voting shares of a publicly traded corporation.

You also agree that the Company has invested substantial time and effort in assembling its present personnel. For a period of one year after termination of your employment with Informatica, you shall not directly or indirectly: solicit or attempt to persuade any employee of the Company, or recruit any person who was an employee of the Company during the twelve (12) months immediately preceding termination of your employment with the Company, to leave the employ of the Company where such employee possesses or had access to any Confidential Information of Informatica (as defined in the Confidentiality and Intellectual Property Agreement annexed to this employment agreement). In addition, at no time will you interfere with the performance of other Company employees' duties for the Company, except that which may arise from lawful post-employment competition by you after your employment with the Company ceases.

12. MISCELLANEOUS

1. You will be required to effectively carry out all duties and responsibilities assigned to you by your Manager and others authorized by the Company to assign such duties and responsibilities.
2. You will be required to apply and maintain the highest standards of personal conduct and integrity, comply with all company policies and procedures. All acts subversive of good conduct and discipline such as, but not limited to, insubordination, gross negligence, corruption, fraud, forgery, misappropriation, would warrant strong disciplinary action from the Company.
3. All other terms and conditions will be governed by the Company's policies from time to time. The Company's policies are available in the Employee Handbook found under your country's section of the Company intranet.
4. This employment agreement supersedes all prior employment agreements, whether written or oral or signed or unsigned, between you and the Company relating to the subject matter of this agreement. You agree that any change or changes in your duties after signing of this agreement shall not affect the validity or scope of this agreement.
5. This agreement is governed by and will be construed as a sealed instrument under and in accordance with the laws in India. Any action, suit, or other legal proceeding, which is commenced to resolve any matter arising under or relating to any provision of this agreement shall be commenced only in a court in Bangalore, India.
6. If any one or more of the terms of this employment agreement is, for any reason, held to be invalid, illegal or unenforceable in any respect,

such finding will not affect the other terms of this agreement and this agreement will be construed as if the invalid, illegal or unenforceable terms had never been contained in it. Likewise, if any one or more of the terms of this employment agreement is, for any reason, held to be excessively broad as to duration, geographical scope, activity or subject, it will be construed by limiting and reducing it so as to be enforceable to the extent compatible with applicable law as it then applies.

13. ADDRESS FOR COMMUNICATION

You have given your address, as it appears at the beginning of your offer letter. Any communication sent to that address will be deemed to have been served upon, and received by you. It is your responsibility to intimate the company about any change in the address.

In Addition to accepting this letter, you are required to complete the Apprenticeship Program registration process within the Government Portal. Please confirm your **Apprenticeship ID**.

Please sign all the pages in acceptance of the terms and conditions set out herein.

I would like to extend a warm welcome to you on behalf of the Company and its employees.

Sincerely,

For Informatica Business Solutions Pvt. Ltd.



Mark Pellowski
Director

I agree to accept employment with Informatica on the terms and conditions as stated in this employment agreement.

Signature

Date