

Mr. Srinivas Yadala
 No. 9-35-1,
 Lbs Nagar,
 Chirala-523157
 India
 Ph: +91-8341936256

December 17, 2025

Dear Srinivas,

Welcome to Infosys!

At Infosys, our purpose is to amplify human potential and create the next opportunity for people, businesses and communities. Our employees are key to realizing this. It is our continuing ambition to find and retain people who believe in our values and share our desire to build a great company.

It is therefore with great pleasure that we offer you the position of **Consultant** with Infosys Limited (hereinafter referred to as "**Company**" or "**Infosys**").

Please see enclosed the offer of employment.

The offer of employment shall remain valid for a period of 7 (Seven) calendar days from the date of the offer of employment unless withdrawn by the Company at any time before your explicit acceptance.

The offer of employment shall be deemed to have been rejected by you, in the event : (i) you fail to communicate your acceptance to the offer within 7 (Seven) calendar days from the date of the offer of employment where you have not been granted any extension of time by Infosys to communicate your acceptance; or (ii) you notify Infosys in writing that you are rejecting the offer of employment or (iii) you do not join the Company at the Location specified below or any other location that may be informed to you.

We look forward to working with you and wish you success in your career with us.

Warm regards,

Varadharaj Venkataraman
SVP - Head - Talent Acquisition - Infosys Limited

INFOSYS LIMITED
 SEZ Survey No. 41 (pt) 50 (pt), Pocharam Village
 Singapore Township PO, Ghatkesar Mandal
 Rangareddy District, Hyderabad 500 088, India
 T 040 40600000
 F 040 666341356

Corporate Office:
 CIN: L85110KA1981PLC013115
 44, Infosys Avenue
 Electronics City, Hosur Road
 Bangalore 560 100, India
 T 91 80 2852 0261
 F 91 80 2852 0362
 askus@infosys.com
 www.infosys.com

HRD/1003937584/25-26

December 17, 2025

Mr. Srinivas Yadala
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 India
 Ph: +91-8341936256

Dear Srinivas,

The details of your offer of employment with the Company, are mentioned below:

- 1. Role Designation : Consultant**
2. Role : Consultant
3. Job Level : 5

4. Joining Date

Your scheduled date of joining the employment is **February 9, 2026** .

5. Location

Your location for employment is **HYDERABAD (SEZ)** , SEZ Survey No. 41 (pt) 50 (pt), Pocharam Village Singapore Township PO, Ghatkesar Mandal Rangareddy District, Hyderabad 500 088, India.

You may be asked to relocate to any of the Company`s units, departments or the offices (existing or in future) of the Company`s affiliates* and/or the offices of the Company`s customers, depending on business requirements. In such an event, your compensation and other benefits shall be determined in accordance with the relevant policies of the Company in that work location.

Please be advised that you, by accepting this offer of employment, hereby give your irrevocable consent to the above.

**For the purpose of this offer of employment, `Affiliate` means an entity that controls, is controlled by, or is under common control of the Company. `Control` includes the right to appoint majority of the directors or to control the management or policy decisions exercisable by a person or persons acting individually or in concert, directly or indirectly, including by virtue of their shareholding or management rights or shareholders agreements, or voting agreements or in any other manner.*

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6. Probation and Confirmation

You will be on probation for a period of 6 (six) months from the date of joining the Company. During your probation, you will be continuously assessed for your suitability to continue in service. In evaluating your suitability, your adherence to the Company policies and applicable laws will also be considered. Further, the Company may require you to undergo competency-based assessments. Notwithstanding anything stated herein, and without limiting the rights of the Company, the Company would be entitled to terminate your services immediately without any notice during your probation, for the occurrence of any act(s)/omission(s), including but not limited to the following:

- (a) for failure to submit the documents required by the Company, details of which are enclosed in Annexure - IV;
- (b) for failure to pass background checks to the satisfaction of the Company, including inability to prove employment with previous employers by way of submission of: (i) statement of bank account which evidences salary payments by the previous employer, or (ii) statement of provident fund account which evidences contribution of provident fund by the previous employer, or (iii) Form 16/Income tax returns issued/filed, as issued under the Income Tax Act, 1961 or any other applicable law;
- (c) for failure to perform the duties that you are capable of performing and as required by the Company;
- (d) for not being able to clear any competency-based assessments that you have been required to undertake;
- (e) for any action/omission which may render you unsuitable for the role, as determined by the Company; and
- (f) for any other reason, as considered appropriate by the Company.

Your probation shall be confirmed only upon a written communication from the Company.

7. Duties

You will perform day to day duties and activities in accordance with the job description for your Role, as well as other duties that you are capable of performing, as required by the Company. In addition to those specific day-to-day duties and activities, you have a number of general duties which you will carry out for the Company. Without limitation, you are required to:

- (a) perform to the best of your abilities and knowledge, the duties the Company and/or the customer assign to you from time to time, whether during or outside normal business hours, at such places as required;
- (b) serve the Company faithfully and diligently to the best of your ability;
- (c) use your best endeavours to promote and enhance the culture, values and interests of the Company;
- (d) familiarise yourself and comply with the Company's policies as amended from time to time;
- (e) comply with all Company's directions;

(f) demonstrate your awareness and/or ability to protect the information of the Company, its customers and/or its suppliers, more so, in instances where the Company carries out exercises to test such ability or awareness; and

(g) comply with all laws applicable to your position and the duties assigned to you.

Your position, duties and reporting lines may be changed by the Company as required, from time to time, and you will be informed in writing of those changes.

Unless you are informed otherwise, these terms will continue to apply to you, even though your position, duties and reporting lines may change.

8. Leave

You are entitled to earned leave, right from your date of joining. You will be eligible for 15 (Fifteen) working days of leave annually, during probation. On confirmation, you will be eligible for 20 (Twenty) working days of leave annually.

The leaves are credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. The leave year is the calendar year and not the fiscal year.

The Company's policies also provide for Maternity, Paternity and Bereavement leave. Further details will be provided to you at the time of joining.

9. Promotion and Progression

The Company is committed to a performance-based culture. Career progression and increments in your salary will depend significantly upon your performance and demonstrated achievement of agreed business outcomes and desired professional behaviour. A formal assessment of your performance will be periodically conducted in line with the Company's performance appraisal process with which you will be required to become familiar with, and in which you will need to participate.

10. Compensation and Benefits

Salary

Your Fixed Salary will be **INR 134,584** per month. Your Total Gross Salary and retiral will be **INR 158,334** per month. Your salary is based on the work performed by you and includes an amount to compensate you for any reasonable additional hours worked by you. The break-up of your salary has been provided in the Compensation Details sheet at Annexure - I.

Basket of Allowances (BOA)

The Basket of Allowances is part of your Fixed Salary.

You will have the flexibility of choosing the components of your BOA and the amounts under each of such components that you have chosen, as per the options provided to you on the Company's intranet.

Performance Bonus

You will be eligible for a Performance Bonus (as per the Company's Bonus Plan) of **INR 23,750** per month, at an indicative payout of 100%. The Company operates a non-contractual Bonus Plan linked to your performance, Company's performance and your unit / department's performance. Any Performance Bonus amount awarded shall be entirely at the discretion of the Company. The Company reserves the right to amend the non-contractual Bonus Plan at any time. The break-up of your salary has been provided in the Compensation Details sheet at Annexure - I.

Guaranteed Performance Bonus

For the first 6 (six) months of your employment with the Company, you will be paid **50%** of your Performance Bonus amount as mentioned in the above clause (Performance Bonus), as a Guaranteed Performance Bonus. The Performance Bonus mentioned in above clause is inclusive of, and not in addition to Guaranteed Performance Bonus.

Ex - Gratia / Bonus

You will be eligible for an ex - gratia/ bonus payout which is calculated at 20% of the basic salary as mentioned in the Compensation Details sheet at Annexure - I of this offer of employment. The mode of payment will be as follows:

95% of the ex-gratia/bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

National Pension Scheme

The Company offers all India based employees the option to contribute towards the national pension scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks.

Insurance

Health Insurance: You will be eligible to participate in a Group Health Insurance Scheme and you will be covered by default under the standard health insurance plan as per the applicable Company Health Insurance Policy. You may also choose to enhance the benefits with other participatory optional health insurance plans.

Life Insurance: You will be covered under the Group Life Insurance Scheme, managed by Infosys Employee Welfare Trust ("Trust"). The Trust is established for the benefit and welfare of the employees of the Company and provides assistance to the employees in various forms including but not limited to extension of medical facilities. All employees become members of the Trust, by a one-time payment of **INR 250** and a fixed monthly contribution of **INR 350** which may increase from time to time. You hereby provide consent for such amounts to be deducted from your monthly salary.

The details of the scheme(s) would be available to you when you join the Company.

11. Work Health and Safety

11.1. You agree to comply with all the directions and instructions emanating from the Company regarding health and safety and shall also take all reasonable steps to ensure that you do not undermine your health and safety or the health and safety of any other person during the period of your employment with the Company.

11.2. You hereby acknowledge and agree that you are medically fit, at all times, to discharge the role and duties entrusted to you by the Company. In the event, the Company has any concerns about your fitness to work at any point in time, the Company may require you to consult and/or undergo a medical examination with a registered medical practitioner as nominated by the Company. You hereby agree to provide the Company with a copy of any such medical reports/results and/or authorize the Company to communicate with the concerned medical practitioner regarding your fitness to return to work. In the event, you are declared medically unfit to discharge your role and duties by a registered medical practitioner or you fail to discharge your role and duties on account of your continued ill health/prolonged illness, your employment may be terminated in accordance with the Company procedure.

11.3. You hereby acknowledge and agree that in the event you contract any infectious or contagious disease, you will immediately report this information to your manager and/or the BP-HR and upon the Company's direction, you shall not enter the office of the Company or that of the customer, until permitted to return. The Company also reserves the right to refuse entry into the workplace to any individual who is deemed by the Company to be unfit at its sole discretion, in the interest of providing a safe and hygienic environment for all the employees and third parties visiting the workplace. You hereby agree that during such period when you are not working, you will be on earned leave and upon exhaustion of the earned leave, on unpaid leave.

11.4. You may be required to provide the Company with a medical certificate from a registered medical practitioner to verify a leave claim made on account of sickness.

12. Notice Period and Termination of Employment

Prior to the commencement of your employment with the Company, this offer of employment may be terminated by the Company without any notice to you.

During your probationary period and post confirmation of your employment with the Company, you will be required to give 3 (three) months' notice or salary thereof in case you decide to leave the services of the Company, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the 3 (three) months' notice period. Similarly, the Company can terminate your services with immediate effect and on such termination the Company can give you 3 (three) months' notice or salary thereof.

Your services can be terminated without notice or payment in lieu of notice, at any time, for the occurrence of any of the below act(s)/omission(s), including but not limited to the following:

- (a) engagement in misconduct;
- (b) loss of confidence by the Company;
- (c) engagement in any conduct which brings or may bring the Company into disrepute;

- (d) convicted of an indictable offence or enter a plea of guilty to a charge brought for an indictable offence;
- (e) in any other circumstance, in which the Company has the right to do so in accordance with the applicable law in force, including any significant breach of the terms and conditions of your offer of employment and/or breach of the Company policies.

13. Garden Leave

The Company may place you on paid leave during all or part of your notice period and direct you to comply with all or part of the following in such circumstances including but not limited to, following the notice to terminate your employment by either party:

- (a) not to perform any duties or be engaged in the conduct of any activity of the Company;
- (b) not to enter the premises of the Company;
- (c) not to contact or have any communication with customers, prospective customers, employees, consultants, prospective investors, suppliers, distributors, shareholders, agents, representatives or other business contacts of the Company; and/or
- (d) remain available to be called upon during your ordinary hours of work as specified by the Company.

During such period, the Company may appoint 1 (one) or more persons to replace you in the performance of the duties of your position.

During such period, the Company shall continue to pay you, your total Salary and provide you your contractual benefits, but shall have no obligation to provide you with any work or opportunities to earn/accrue incentives/commission over and above your salary and all duties of your employment (express and implied) will continue, including but not limited to your duties of fidelity, good faith and exclusive service.

14. Termination Obligations

If your employment is terminated, then you must immediately return all confidential information and any other property of or relating to the Company or its Affiliate or the customer which you may have, without retaining any copies of the same.

On termination of your employment for any reason:

- (a) you must repay all the monies owed to the Company;
- (b) the Company will pay all entitlements owed to you; and
- (c) the Company can, to the maximum extent permitted by law, withhold and set-off any amount owed by you under sub-clause (a) from or against any amount owed to you under sub-clause (b).

In the event your employment is terminated due to misconduct while on secondment, to an affiliate of the Company, or any third party, then your employment with the Company shall also stand terminated.

You hereby acknowledge and agree that any statutory or other `last in, first out` rule or any modification thereof shall not apply to you in the event of termination of your employment with the Company for any reason.

15. Deductions

During the course of your employment, you authorize and permit the Company to make any deductions, as required, from your salary in accordance with the applicable law and Company policies. The deduction can include but not be limited to: (a) personal calls made through phone provided by the Company; (b) personal expenses incurred on a Company-issued credit card; (c) recovery of any owed amounts to the Company; (d) personal use of Company-provided facilities; (e) recovery of any tax amounts paid by the Company.

16. Background checks

The Company may, at any time and at its discretion conduct background checks prior to your expected joining date or at any time during the course of your employment with the Company, to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Annexure - IV.

You acknowledge and agree that the aforementioned information and/or documents provided by you to the Company are true, complete and correct and you have not withheld any information from the Company that would affect your ability to successfully carry out your employment with the Company.

If you fail to submit the necessary information and/or documents as required by the Company within the specified time period or if the Company is not satisfied with the outcome of the background checks, or if the Company finds at any time that any information and/or documents given by you are not correct, true or complete in all respects, the Company may at its discretion and to the fullest extent permitted by applicable law, revoke this offer of employment prior to your acceptance, or terminate your employment without notice or payment of compensation.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information and/or documents including but not limited to: (i) statement of bank account which evidences salary payments by previous employer, or (ii) statement of provident fund account which evidences contribution of provident fund by previous employer, or (iii) Form 16/Income Tax Returns issued/filed under the Income Tax Act, 1961 or any other applicable law, or (iv) proof of submission that your Aadhaar number is linked with your Universal Account Number ("UAN") as issued by the Employees` Provident Fund Organisation, India.

Please note that the Company requires you to furnish a copy of your passport at the time of joining.

17. Conflict of Interest

You agree to cease any existing engagement, whether full-time or part-time, as director /partner / member / employee of any other entity, or a sole proprietor engaged in any form of business activity, or engagement in any public or charitable endeavour prior to joining the Company. You agree to ensure that your last working day with such entity, whether full-time or part-time, is at least one working day prior to your start date with the Company.

You agree not to be, whether full-time or part-time, a director / partner / member / employee of any other entity, or a sole proprietor engaged in any form of business activity, or engaged in any public or charitable endeavour, at any time during the course of your employment with the Company, without the written consent of the Company and to avoid situations that may lead to absenteeism, tardiness, conflict of interest or poor job performance. The consent may be given subject to any terms and conditions that the Company may think fit and such consent may be withdrawn at any time at the discretion of the Company.

18. Other terms and conditions

18.1. You agree that your primary graduate educational degree and where applicable your post-graduate educational degree which are relevant to the role offered to you is secured under a regular full-time program and not through any distance learning and/or part time program. You further agree and acknowledge that all your educational degrees are secured from educational institutions approved by University Grants Commission (UGC)/ All India Council for Technical Education (AICTE)/ Association of Indian Universities or such of its successors. The Company reserves the right to recognize any educational degree or diploma secured from any other educational institution, in its sole and absolute discretion.

18.2. You hereby agree to provide the Company with the information and/or documents, as required, to enable the Company generate a UAN at the time of joining the Company where you do not have an existing UAN.

18.3. You hereby acknowledge and agree that, at all times during the course of your employment with the Company, you will act in compliance with your obligations under Section 142 of the Code on Social Security, 2020 or such other law, which requires you to establish your identity through your Aadhaar number as provided to you under the provisions of the Aadhaar (The Targeted Delivery of Financial and Other Subsidies, Benefits and Services) Act, 2016 or any other law in force for time being.

18.4. Subject to applicable laws, you shall communicate to the Company within a period of 2 (two) working days, in the event of any change in your citizenship status and/or your ability to lawfully work in India. Subject to applicable laws, you also consent to and agree that the Company may, at any time during your employment, perform a check on your citizenship status, and confirm your right to work in India.

18.5. You hereby acknowledge and agree to abide by all internal policies of the Company, which you will be able to access, upon joining, on the intranet. These policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these policies, at any time, in its sole and absolute discretion and you hereby consent to the same.

18.6. You hereby agree that based on the nature of your work and business requirements, you may be required to work on rotational shifts including night shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company will be made applicable to you.

18.7. You hereby agree and acknowledge that, at all times during the course of your employment with the Company, you will physically report to work at your location for employment, as mentioned in Clause called "Location" of this offer of employment, unless otherwise communicated to you by the Company. In the event, you fail to physically report to work at your location for employment in disobedience of the Company's direction to report to work without any justifiable reasons, the Company reserves the right to initiate appropriate action against you.

18.8. The Company may at any time or times, in the event of a fire, catastrophe, natural or man-made disasters, breakdown of machinery, communication equipment, statutory restrictions, failure / stoppage of the power supply, epidemic, pandemic, civil commotion, shortage of orders or other trade reason, financial difficulty, economic conditions, or any other cause which is beyond the reasonable control of the Company, suspend work, close down any department or departments wholly or partially for any period or period. You hereby agree to be on earned leave and upon exhaustion of the earned leave, on unpaid leave for the period you have been laid off by the Company.

18.9. You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights Agreement (as provided at Annexure III), the Code of Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with the Company. This offer of employment is also conditional upon your acceptance and execution of the Customer Connection Agreement (Annexure II).

18.10. This offer of employment constitutes and records the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other previous negotiations, understandings, contracts, agreements, representations, warranties, memoranda or commitments, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing by the Company.

18.11. If any of the terms or conditions of this offer of employment are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer of employment and the remaining terms and conditions shall continue in force.

18.12. The waiver by the Company of any breach of any term of this offer of employment will not prevent the Company from subsequently enforcing that term and it will not be deemed a waiver of any subsequent breach.

18.13. This offer of employment shall be governed by the laws of India, and you hereby agree to the exclusive jurisdiction of the courts in Bengaluru, India.

As a token of your acceptance of this offer of employment, please bring a duly signed duplicate copies of the offer of employment and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

Varadharaj Venkataraman
SVP - Head - Talent Acquisition - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer of employment.

Date: _____, 20_____

Sign your name

Insert your name Location

Annexures: Compensation Details (Annexure I)
Customer Connection Agreement (Annexure II)
Confidentiality and Intellectual Property Rights Agreement (Annexure III)
List of Documents (Annexure IV)

ANNEXURE - I

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Srinivas Yadala			
ROLE	Consultant			
ROLE DESIGNATION	Consultant			
1. MONTHLY COMPONENTS				
BASIC SALARY				
BASKET OF ALLOWANCES				
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				
MONTHLY SALARY	122,598			
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				
FIXED SALARY (1+2)	123,271			
3. PERFORMANCE BONUS				
	Performance Bonus Amount			
PERFORMANCE BONUS	23,750			
TOTAL GROSS SALARY (INCLUSIVE OF PERFORMANCE BONUS) (1+2+3)	147,021			
4. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				
GRATUITY - 4.81% of Basic Salary*				
TOTAL GROSS SALARY AND RETIRALS COST(1+2+3+4)	158,334			
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	Fifty Thousand (without security)	@ 7%	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The Company in its sole and absolute discretion can restructure the components of the Fixed Salary, without changing the Total Fixed Salary. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act or the Code on Social Security, 2020, as may be applicable.				
All payments shall be subject to applicable taxes and statutory withholdings.				

ANNEXURE - II
CUSTOMER CONNECTION AGREEMENT

I _____ accept employment with Infosys Limited ("**Infosys**").

I hereby acknowledge and agree that, for a period of six (6) months following the termination (whether voluntary or involuntary) of my employment with Infosys for any reason, I will not work for or provide any services to a Customer, either directly or indirectly in any Capacity.

For the purposes of this Customer Connection Agreement ("**Agreement**"):

"Capacity" shall include working for or providing any services as an agent, consultant, director or employee to the Customer and/or to any contractor or any supplier of the Customer.

"Customer" means any person, firm or entity or its affiliates or its successors-in-interest, who is a client of Infosys and/or its affiliates and with whom I had worked or dealt in a professional capacity at any time during the twelve (12) months immediately preceding the termination of my employment with Infosys.

Employee Signature:

Employee Name: Srinivas Yadala

Acknowledged by Infosys Limited:

Varadharaj Venkataraman
SVP - Head - Talent Acquisition - Infosys Limited

ANNEXURE - III

CONFIDENTIALITY AND INTELLECTUAL PROPERTY RIGHTS AGREEMENT

This Confidentiality and Intellectual Property Rights Agreement (hereinafter referred to as "**Agreement**") is entered into on February 9, 2026 (hereinafter referred to as "**Effective Date**"), at No. 9-35-1,, Lbs Nagar, , CHIRALA by and between:

Infosys Limited, having its registered office at No. 44, Hosur Road, Electronics City, Bengaluru, Karnataka (hereinafter referred to as the "**Company**")

AND

Srinivas Yadala, residing at No. 9-35-1,, Lbs Nagar, , CHIRALA (hereinafter referred to as "**Employee**")

RECITALS

1. The Company and the Employee are entering into, an employment relationship.
2. In the course of that relationship, the Employee may gain access to or use confidential information and other valuable and protectable information of the Company and its customers or suppliers.
3. The Employee agrees to deal with confidential information in accordance with the terms of this Agreement.

In consideration of the employment provided by the Company and other mutual promises and agreements contained herein below, the receipt and sufficiency of which are hereby acknowledged, the Company and the Employee agrees as follows:

1. CONFIDENTIAL INFORMATION

1.1 Confidential Information means and includes non-public information and information which is confidential including proprietary information and other information related to the business of the Company, its affiliates or any third parties with which the Company associates such as customers, suppliers, whether or not such information is expressly marked or designated as confidential information and includes but is not limited to:

- (a) trade secrets; financial information; contracts; technical data; business data; customer lists, supplier lists; information relating to the management, personnel, strategies or policies of the Company and systems processes, methods, pricing and products of the Company.
- (b) Information created or developed by the Employee in the course of employment with the Company, including the strategies, correspondence, reports, articles and other documents, artwork plans, designs, software and discoveries.
- (c) information supplied by, relating to or confidential to any other persons.

(d) information that has an actual or potential value to the Company, where the Employee has received, created or developed that information: (i) in the course of employment with the Company (whether or not prior to the date of this Agreement); or (ii) as a result of, or aided by, the existence of an employment relationship with the Company or any of its related body corporates, whether existing or having ceased to exist.

(e) any information which could be reasonably expected to be considered as confidential.

(f) any copies, summaries or notes of confidential information and any other materials incorporating, or derived from, confidential information.

1.2 Confidential information does not include any information that is, or becomes, public knowledge without any fault of the Employee.

1.3 The Employee's obligations under this Agreement shall cease to apply in respect of any confidential information the disclosure of which is required under the applicable law in force or pursuant to a valid order of a court of competent jurisdiction or an authorized government agency, provided that the disclosure does not exceed the extent of disclosure required by such law, regulation, or order.

2. CONFIDENTIALITY OBLIGATIONS

2.1 The Employee agrees and acknowledges that during the course of his/her/their employment with the Company, the Employee shall use and have access to confidential information that are not a matter of public record, solely by virtue of his/her/their employment and for the purpose of enabling the Employee to discharge his/her/their obligations towards the Company as an employee.

2.2 The Employee agrees and acknowledges that the confidential information will not be disclosed by him/her/them to any person without the prior written approval of the Company. The Employee must not disclose confidential information to another employee of the Company except on a need-to-know basis and only with the prior approval of the reporting manager of the Employee.

2.3 The Employee agrees to maintain strict confidentiality in respect of all the confidential information both during his/her/their employment and subsequent to his/her/their employment with the Company.

2.4 The Employee must take all reasonable precautions to prevent an unauthorised disclosure of confidential information, including the following:

(a) the Employee must at all times store confidential information safely and securely; and

(b) the Employee must not remove confidential information from the premises at which it is stored except where it is necessary to do so.

2.5 The Employee agrees to assist in any legal proceedings initiated to protect confidential information.

2.6 The Employee shall, upon termination of his/her/their employment or at the request of the Company, immediately deliver all media embodying confidential information that is in the Employee's possession, custody or control, without retaining a copy of the same.

2.7 The Employee agrees to comply with any other reasonable obligations relating to confidential information, as required from time to time by a customer or supplier of the Company.

3. INTELLECTUAL PROPERTY RIGHTS

3.1 The Employee further agrees that all copyright, ownership and intellectual property rights in any work of any nature carried out by him/her/them during the course of his/her/their employment with the Company shall vest with and remain with the Company, customer, or supplier as the case may be. The Employee agrees that he/she/they will not be entitled to claim any right, title or interest therein, including moral rights. In the event it should be established that such work does not qualify as a 'Work Made for Hire', the Employee agrees to and does hereby assign to Company all of his/her/their right, title, and interest in such work product including, but not limited to, all copyrights, patents, trademarks, and other proprietary rights which relate in any way to the business or contemplated business, research, or development of the Company. The Employee further acknowledges and agrees that the Company may, in its sole discretion, assign to third parties all such intellectual property rights.

3.2 The Employee agrees that he/she/they shall not disclose to any person all or any part of the intellectual property rights in any work of any nature carried out by him/her/them during the course of his/her/their employment, belonging to the Company, customers, or suppliers as may be the case. The Employee agrees to maintain strict confidentiality in respect of all such intellectual property rights both during his/her/their employment and subsequent to his/her/their employment with the Company.

3.3 Both during the term of this Agreement and thereafter, the Employee agrees to fully cooperate with the Company in the creation, establishment, protection and enforcement of any intellectual property rights that the Company may derive as a result of the services performed by him/her/them under the terms of this Agreement. This shall include executing, acknowledging, and delivering to the Company all documents or papers that may be requested by the Company to enable the Company or customers, or suppliers of the Company to create, establish, publish or protect said intellectual property rights.

3.4 If requested by the Company, the Employee agrees to promptly return to the Company all materials, writings, equipment, models, mechanisms, and the like obtained from or through the Company, including, but not limited to, all confidential information, all of which the Employee recognizes is the sole and exclusive property of the Company.

4. GENERAL

4.1 Survival: The Employee's obligations under this Agreement shall survive indefinitely, notwithstanding any termination of the Employee's relationship of employment with the Company.

4.2 Notification to new employer: In case the Employee leaves the employment of the Company, he/she/they hereby acknowledges and grants consent to the Company to notify to his/her/their new employer about his/her/their rights and obligations under this Agreement.

4.3 Non Solicitation of other employees: The Employee hereby acknowledges and agrees that for a period of 12 (twelve) months immediately following the termination of his/her/their relationship with the Company for any reason, whether with or without cause, he/she/they shall not either directly or indirectly solicit, induce, recruit or encourage any of the Company's employees to leave their employment, or take away such employees, or attempt to solicit, induce, recruit, encourage or take away employees of the Company, either for himself/herself/themself or for any other person or entity.

4.4 Notification to the customer: In case the Employee's employment with the Company is terminated (whether by the Company or by him/her/them), or his/her/their engagement with a particular customer is terminated or changed by the Company, the Employee hereby acknowledges and agrees that the Company shall be solely responsible for notifying the concerned customer of the Company of the fact, timing, and details of such termination or change.

In addition, in the event that the Employee decides to terminate his/her/their employment with the Company, the Employee acknowledges and agrees that he/she/they will first notify the Company of his/her/their resignation before discussing it with any customer of the Company, and will desist from any such discussions until the Company has had a reasonable period of time to notify its customers of the same.

4.5 Ability to enter into Agreement: The Employee hereby represents and warrants to the Company that he/she/they is not a party to or otherwise bound by any agreement that may, in any way, restrict his/her/their right or ability to enter into this Agreement or otherwise be employed by the Company. Additionally, the Employee hereby acknowledges and agrees that he/she/they will not reveal to the Company, or otherwise utilize in his/her/their employment with the Company, any proprietary trade secrets or confidential information of any previous employer.

4.6 Rules and Regulations of the customer and the Company: The Employee acknowledges that during the course of his/her/their employment with the Company, he/she/they may be deputed on specific project/projects of customers. The Employee hereby agrees that during such deputation he/she/they will fully, punctually and to the satisfaction of the Company and such customers comply with all the rules and requirements relating to non-disclosure, confidentiality, security checks and procedures or any other related matters, as may be prescribed by such customers.

The Employee further agrees to strictly and conscientiously abide by the rules, regulations and security policies related to network security both at the Company and at customer sites. The Employee agrees to adhere to the specific security measures at the customer sites unequivocally and to the satisfaction of the Company and the customers.

4.7 Governing Law: This Agreement shall be governed by the laws of India. The Company and the Employee hereby agrees to the exclusive jurisdiction of the courts in Bangalore, India.

4.8 Waiver: The waiver by the Company of any breach of any term of this Agreement will not prevent the Company from subsequently enforcing that term and it will not be deemed a waiver of any subsequent breach.

4.9 Severability: If any word, phrase or clause of this Agreement is held to be void, illegal or unenforceable, that word, phrase or clause shall be deemed to be severed without affecting the operation of the remainder of this Agreement. All overlapping obligations in this Agreement are intended to operate cumulatively and to bind the parties, subject to the severance of any obligations held to be void, illegal or unenforceable.

4.10 Interpretation: In this Agreement:

- (a) words in the singular include the plural and vice versa; and
- (b) a reference to a person includes a reference to a body corporate, unincorporated association, statutory or other authority, partnership or any other entity.

4.11 Cumulative obligations: The Employee's obligations under this Agreement are in addition to, and do not limit or detract from, any duties or obligations owed by the Employee to the Company under any applicable law, in equity or otherwise.

4.12 Remedies: The Employee hereby agrees that the Company may initiate appropriate legal action against him/her/them for the breach of any of the terms of this Agreement, and to recover the costs of such legal action, including all damages and legal fees.

Employee Signature:

Employee Name: Srinivas Yadala

Acknowledged by Infosys Limited:

**Varadharaj Venkataraman
SVP - Head - Talent Acquisition - Infosys Limited**

ANNEXURE - IV

LIST OF DOCUMENTS TO BE SUBMITTED AT THE TIME OF JOINING

- (a) Class 10 (or equivalent) marks sheet(s);
- (b) Class 12 (or equivalent) marks sheet(s);
- (c) Graduation marks sheet(s);
- (d) Graduation degree certificate/provisional degree certificate;
- (e) Post Graduation marks sheet (if applicable);
- (f) Relieving letter and experience certificate from all your previous employer (applicable only in case you have been previously employed);
- (g) First and last page of the passport (if you don't have a passport, kindly apply immediately);
- (h) Registration Number with the National Skills Registry (also known as ITPIN)/National Skills Registry Card;
- (i) Permanent Account Number ('PAN') Card* (Please note that under the Income Tax Act, 1961, furnishing of PAN to the employer is mandatory).
- (j) Passport size photographs

*Your PAN is required for calculating the income tax on your salary. If you fail to provide your PAN, the Company will deduct TDS (tax deducted at source) at higher rates, as per applicable law.