



PEGASYSTEMS WORLDWIDE INDIA PRIVATE LIMITED

Registered Office: Building No.12A, 13th Office Level,
MindSPACE Cyberabad, Madhapur, Hyderabad -500081
CIN No. U72200TG2007FTC055018

In Process

TERMS OF EMPLOYMENT

This Terms of Employment ("the Terms") is made as on the date of countersignature by and between

Pegasystems Worldwide India Private Limited, a company incorporated under the laws of India, having its registered office at Building 12A, 13th Office Level, MindSPACE Cyberabad, Madhapur, Hyderabad – 500081, hereinafter referred to as "the Employer" or "the Company" or "Pegasystems".

and

Anurag Yadav, residing at H No: 07-05-31, 1st Floor, Sri Nagar Colony, Lal bazar, Trimulgherry, Secunderabad - 500015 hereinafter referred to as "the Employee".

Where the context requires so, "we", "us" and "ours" shall refer to the Employer and "you" and "your" shall refer to the Employee.

The Employer and Employee shall be referred to individually as "Party" and collectively as "Parties".

WHEREAS, the parties hereto desire to enter into this Agreement to define and set forth the terms and conditions of the employment of the Employee by the Company.

NOW, THEREFORE, in consideration of the employment of the Employee and for such other good and valuable consideration the receipt and sufficiency of which is hereby acknowledged, the Company and Employee agree as follows:

1. COMMENCEMENT OF EMPLOYMENT

Your employment under these Terms shall commence on **07/12/2021** [MM-DD-YYYY] ("Commencement Date").

2. PROBATIONARY PERIOD

2.1. You will be on probation for a period of four (4) months from the Commencement Date. ("Probation Period").

2.2. During or at the end of your Probation Period, your employment may be terminated by you or the Employer giving one (1) week's notice in writing .

3. JOB TITLE

3.1. Your job title is **Principal Solutions Engineer**. Your duties may be varied by the Employer from time to time without written notice to reflect changes in your role and/or the operational requirements of the Employer's business. The Company reserves the right to require you to undertake any duties and responsibilities as are consistent with your position or change job title, designation, reporting lines and/or reporting manager from time to time .

4. PLACE OF WORK

4.1. Your base location will be **Hyderabad**. For the avoidance of doubt for all employees except the ones in a Sales role, the Employer intends that your employment shall occur in a SEZ (Special Economic Zone). Until such time as you commence work in the SEZ zone, your activities will be limited to training in the requirements for your role. The Company reserves the right to transfer or require you to work from different locations, and therefore, depending on the business requirements you may be directed to work from other offices of the Company situated in different cities within India or outside India or work from your residence, subject to terms and conditions of your employment as set forth herein not being adversely affected and in line with applicable law.

5. SALARY

5.1. The total fixed compensation will be INR **2,550,000** per annum. You will be paid monthly in arrears on the last business day of each month and if the last business day is not working, then the immediately following working business day. The Employer may, on notice as required by law, vary the manner and timing of salary.

5.2. You may be entitled to participate in the bonus plan or sales commission plan applicable to your role, and the amount of your bonus or commission payment, if any, shall be calculated in accordance with the then current applicable bonus or sales commission plan or law. The formal plan documents describing details of plan funding and participation are posted on the Pega Portal. Unless you notify PeopleHub@pega.com within thirty (30) days from your Commencement Date, you are affirming that you have read, understand, and accept the terms of the plan. Pegasystems reserves the sole right to modify this plan at any time.

5.3. To the extent permitted by law, the Employer reserves the right to deduct from your salary any sums which you owe to the Employer or be liable to the Employer for, including, without limitation, any overpayments, loans or advances, made to you by the Employer. In case your salary is not sufficient to recover any such sums, employer has all the rights to instruct employee to make alternative arrangement including issuing demand draft/cheque for the balance recovery of such sums.

5.4. In the event that you take a period of unauthorized absence from work no salary will be payable in respect of that period.

5.5. Further, you are required to strictly maintain secrecy and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration to any other employee of the company or public at large.

5.6. As a demonstration of the company's commitment to you, we will provide you with an equity grant for which Pega's future financial statements will incur **10000** USD of expense. This grant will be Restricted Stock Units (RSUs) pursuant to our Long-Term Incentive Plan and is contingent on Compensation Committee approval at the meeting following your date of hire. The number of RSUs granted will be determined based on the closing price of our common stock on the date of the Compensation Committee approval. The full terms of this grant will be conveyed to you in a separate document after you become a Pegasystems employee.

6. EXPENSES

6.1. You will be repaid all reasonable out of pocket expenses properly and necessarily incurred in the performance of your duties, provided you submit supporting receipts in respect of each expense claim and you adhere to the Company's expenses policy posted on the Company's intranet site or otherwise made available to you.

7. BENEFITS

7.1. Subject to you being accepted under the terms of the schemes and satisfying their conditions on an on-going basis, you will be entitled to provident fund and gratuity, private medical insurance and such other benefits as Pegasystems may offer from time to time. The Company may at its discretion, or where deemed necessary after obtaining your confirmation, change schemes and transfer you to new schemes. Your eligibility for such benefits shall commence from the Commencement Date. Details of the Provident Fund and Gratuity provisions applicable to your employment will be made available to you.

8. HOURS OF WORK

8.1. You will be required to work five (5) days a week for forty (40) hours per week, as per the timings allocated to you based on the nature of your work. Upon the Company's direction, you may be required to work at such different or additional hours as may reasonably be required for the proper performance of your duties.

9. ABSENCE FROM WORK

9.1. You shall be entitled to paid vacation days or sick leave in accordance with the Company's policies for its employees, as in effect from time to time. The details of the policies may be found at the Company's intranet site or shall otherwise be made available to you.

9.2. Sickness or Injury and pay:

(a) If you are absent from work due to sickness or injury, you must inform your immediate manager by 9:30 am IST, on your first day of absence. Your immediate manager should be told of your expected date of return. If this is not known, then you must keep your immediate manager informed of your progress on at least a weekly basis. Failure to follow the reporting procedure may result in disciplinary action being taken.

(b) If you are absent from work owing to sickness or injury which continues for six (6) or more consecutive working days, you must provide the Employer with a medical certificate on the sixth day of sickness or injury or earlier if so requested by your manager. Thereafter medical certificates must be provided to the Employer on a weekly basis unless agreed otherwise.

(c) The Employer reserves the right to require you to undergo a medical examination during any period of sickness or at any stage during your employment.

(d) If you are absent from work due to sickness or injury and comply with the requirements in Clause 9.2 (a) to (c) above regarding notification of absence, you will be entitled to payment only in accordance with the Employer's sick leave policy, the or other relevant law, as applicable. Details of this policy can be found on the Company's intranet site or will otherwise be made available to you.

9.3. Vacation days:

(a) The Company is pleased to offer its employees flexibility while taking vacation with no cap on the total number of vacation days. Employees may take time off when needed, subject to their manager's approval. A copy of the vacation leave policy may be found on the Company's intranet site or will be otherwise made available to you. By signing these Terms you accept the Company's leave policy, as may be updated from time to time.

10. MATERNITY LEAVE

10.1. The Company's maternity leave and benefit provided to eligible employees is in line with the India Maternity Benefit (Amendment) Act, 2017 including its modifications and reenactments made from time to time. Your entitlement to maternity leave is set out in the policy which can be found on the Company's intranet site or will otherwise be made available to you.

11. CODE OF CONDUCT

11.1. Pegasystems has a Code of Conduct, as well as other company policies. It is your responsibility to be familiar with the contents of the Code of Conduct and company policies and to comply with their provisions. Pegasystems may change or supplement our Code of Conduct and company policies over time, and as an employee you are expected to stay current on the company's policies.

12. TERMINATION OF EMPLOYMENT BY NOTICE

12.1. Subject to clauses 2.2 (Probation Period), 13 (Termination of Employment for Cause) or 14 (Consequences of Termination of Employment), your employment may be terminated by either party giving to the other not less than two (2) months' notice in writing ("Notice Period").

12.2. During all or part of your Notice Period, the Employer reserves the right to require you to perform work or contact clients which does not normally form part of your duties, to undertake special projects, to work from home or not to attend to work at all.

12.3. At its sole discretion, the Employer reserves the right to make a payment in lieu of salary and other contractual benefits for all or part of your Notice Period. There should be no expectation on your part that you will receive such a payment as opposed to remaining employed by it until your Notice Period expires. A termination in line with this sub-clause shall not be a breach of these Terms.

12.4. During the notice period, you shall not be entitled to take annual or any other leave to offset the Notice Period except with the Employer's approval.

13. TERMINATION OF EMPLOYMENT FOR CAUSE

13.1. The Employer may, notwithstanding any of the terms of your employment and irrespective of whether the grounds for termination arose before or after it began, at any time by notice in writing terminate your employment with immediate effect and without compensation:

- (a) If you are found guilty of any serious or persistent misconduct or other conduct likely to prejudice the interests of the Employer, or
- (b) You commit any serious or repeated breach of your obligations under your terms of employment, are found guilty of serious neglect or negligence in the performance of your duties or behave in a manner (whether on or off duty) which is likely to bring the Employer into disrepute or which seriously impairs your ability to perform your duties, or you are found engaging in a serious violation of Company policy; or
- (c) If you are convicted of a criminal offence, except one which the Employer considers does not affect your position as its employee; or
- (d) If you are found guilty of committing any deliberate act of discrimination victimization or harassment on the grounds of a colleague's, visitor's a client's race, sex, religion, age, orientation or disability; or
- (e) If you are found guilty of breaching Clause 16 (Confidentiality).

14. CONSEQUENCES OF TERMINATION OF EMPLOYMENT

14.1. Upon termination of your employment for any reason, you shall return all items considered Company property which were in your possession during your employment with the Company. In case you are not able to return such property, Company may withhold any sums due to you to recover the cost incurred by Company for such item.

14.2. Upon termination of your employment for any reason, you shall not make any untrue or misleading statement about the Employer, or its officers or employees or represent yourself as being employed by or connected with the Employer.

14.3. In the event that your employment is terminated for any reason before the expiry of one (1) years from the date of commencement of employment:

- (i) The Company shall notify you in writing of the amount of expenses incurred by the Company, which expenses shall include but not be limited to sign on/hiring/joining bonus, relocation expenses, accommodation expenses etc., and such other expenses that the Company may have incurred as a part of your employment with the Company; and
- (ii) You shall refund to the Company the amount of expenses notified under clause 14.3(i) to the Company in the form of a demand draft or cheque as instructed by the Company.

15. REPRESENTATION, WARRANTY AND COVENANTS

15.1. You represent, warrant and covenant to the Company as follows:

- (a) You shall discharge the duties assigned to you in the course of your employment with greatest sincerity and diligence and shall at all times exercise your best efforts to protect and further the Company's interests;
- (b) You shall abide by all the rules, regulations, policies and procedures framed by the Company from time to time and applicable to your position, which rules, regulations, policies and procedures shall be deemed to be a part of this Terms of Employment as if they were specifically incorporated in this Terms of Employment, as the same may change from time to time in the Company's discretion without the requirement of prior notice to or consent from you, including but not limited to those set forth in any applicable employee handbook. Such rules, regulations may include without limitation matters of attendance, conduct, behavior, discipline, working hours, leave, holidays and other applicable benefits. You shall take all reasonable steps to be aware of such rules, regulations, policies and procedures and ignorance of any of them shall not excuse any contravention of the terms of this Terms of Employment; and
- (c) You have not been convicted of any offence by any court of law and are not a party to any proceedings pending before or likely to be initiated before or by any court, tribunal, government agency or similar statutory body.

15.2. It is hereby understood that this employment is offered to you upon the understanding and is conditional upon: (i) the credentials, testimonials and particulars submitted by you with or in your application for employment being true, correct and accurate; and (ii) satisfactory verification of your background by the Company in a manner as it deem fits. If at any time it should emerge that the particulars furnished by you are false/incorrect or you have suppressed or concealed any material or relevant information or the result of the background investigation and verification of documents/information is not satisfactory in the opinion of the Company, then the Company shall be entitled to terminate this contract forthwith without notice and without payment of any compensation, whatsoever. This termination will not affect the rights and remedies that the Company may have under any laws, rules and regulations for the time being in force.

16. CONFIDENTIALITY

16.1. Effective the date of signing these Terms, You must not make use of, divulge, or communicate to any person (other than with proper authority) any of the trade secrets or other confidential information of or relating to the Company or any of its customers or suppliers or any holding company of the Company or any other subsidiary company of that holding company including (but not limited to) details of customers, potential customers, consultants, suppliers and potential suppliers, product details, prices, discounts, specific product applications, manufacturing processes, existing trade arrangements or terms of business, corporate information, including contractual arrangements, plans, strategies, tactics, policies, resolutions; marketing information, including sales or product plans, strategies, tactics, methods, customers, customers confidential information, prospects, or market research data; financial information, including cost and performance data, debt arrangements, and holdings; personnel information including information subject to data privacy laws; operational

information, including information related to intellectual property, trade secrets, and other proprietary information, and, including, without limitation, Pegasystems' proprietary products and software (including related documentation and product specifications), which you may receive or become aware of as a result of being in the employment of the Company or which the Company may share with you prior to the start of your employment.

16.2. This obligation of confidentiality shall continue to apply without limit in time after the termination (for whatever reason) of your employment but it shall cease to apply to information which is or comes into the public domain for reasons other than your default.

16.3. Any disclosure which has not been expressly authorized by the company shall be called "Unauthorized Disclosure". The Unauthorized Disclosure of Confidential Information shall constitute serious misconduct and the company shall be entitled to take appropriate action against you including termination of employment.

17. PROPRIETARY RIGHTS/INVENTIONS

17.1. From the date of signing these Terms, Pegasystems will own all works and inventions (including without limitation software, designs, processes, know how, works of authorship and other intellectual property) relating to our business ("Developments") which you, by yourself or with others, develop from the date of this letter and throughout your employment at Pegasystems and/or by utilizing Pegasystems' resources. Pegasystems will also own Developments which you, by yourself or with others, develop after leaving Pegasystems, if you utilized any of our confidential or proprietary information in creating such Developments. Further, if you incorporate into any Development any intellectual property previously created by you ("Prior Development"), then Pegasystems shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license (with rights to sublicense through multiple tiers of sublicensees) to make, have made, modify, import, export, use and sell such Prior Development. Pegasystems will own all Developments whether or not they are patentable or registerable under copyright or similar statutes, and whether or not they are conceived or reduced to practice during working hours or on our premises.

17.2. By signing below and confirming these Terms, you assign to Pegasystems, without further compensation, all of your rights in all Developments and any trademarks or trademark applications, trade secrets, patents or patent applications, and copyrights or copyright applications covering all Developments. Upon request, you will sign and deliver any requested assignments, patents, applications, registrations, or other documents to effect this assignment.

17.3. You also agree and acknowledge that if Pegasystems is unable, after a reasonable effort, to obtain your signature on any trademark application, letter patent, copyright application, assignment or other analogous protection relating to a Development, this letter appoints Pegasystems as your attorney-in-fact to execute and file such application(s) and to do all other lawfully permitted acts to further the prosecution, issuance, and (in Pegasystems' discretion) assignment of trademarks, letters patent, copyrights, or other analogous protection with the same legal force and effect as if executed by you.

17.4. By signing these Terms, you are confirming that you have no obligation to assign any right, title, or interest in any Development to anyone other than Pegasystems.

18. RESTRICTIVE CONVENANTS

18.1. By signing below, you agree that these provisions are reasonable.

18.2. You confirm that you no owe no duty to anyone else which conflicts with your duties to Pegasystems.

18.3. You may not, without the prior written permission of the Company, undertake any opportunities outside the Company which, directly or indirectly are in competition with the business of the Company.

18.4. Covenant not to compete. While working for Pegasystems and for six (6) months after that, you cannot accept employment with, acquire an ownership interest in, act as an independent contractor or consultant for, or otherwise advise or assist any Competitor (as defined below). This restriction applies to those countries in which Pegasystems has a business interest, such as an office or customer. You can own stock in a Competitor, provided that the Competitor is a publicly-traded company listed on a national exchange.

(a) "Pegasystems Business" means: Pegasystems delivers rules technology for business and rules-based business process management (BPM) software applications to customers worldwide. Pegasystems software currently comprises a patented business rules engine coupled with BPM technology that automates and manages customer service and transactions through multiple channels of interaction, including traditional call centers and Internet self-service. Pegasystems also licenses frameworks that utilize its BPM technology to create customized applications for particular industries or types of interactions; and, provides professional services and maintenance services relating to these products. Pegasystems' business will also evolve over time in response to changes in technology, client needs and market forces. This description of our business, as listed above and as updated from time to time, is referred to as "Pegasystems' Business" for purposes of this Contract. It is your responsibility to stay current and knowledgeable about what constitutes Pegasystems' Business.

(b) A "Competitor" means: (i) any person or entity that derives a significant portion of its revenues from Pegasystems' Business or any substantially similar business; or (ii) within an entity that contains multiple operating divisions or subsidiaries, any operating division or subsidiary that derives a significant portion of its revenues from Pegasystems' Business or any substantially similar business. If an entity contains one operating division or subsidiary that is a Competitor, but also contains other operating divisions or subsidiaries that are not a Competitor, you are not prevented from having the types of relationships described in Clause 21.2 above with the non-Competitor divisions or subsidiaries.

18.5. Customer Opportunities. If you had contact with a Pegasystems' customer as a result of your duties at Pegasystems, you cannot seek or accept employment with that customer for a period of six (6) months from the date of cessation of employment with Pegasystems.

18.6. Covenant against solicitation. While working for Pegasystems and for twelve (12) months after that, you cannot, except with Pegasystems' consent in writing, directly or indirectly solicit any of Pegasystems' employees, or any persons that were Pegasystems' employees within the preceding six month period, to leave us, or hire any of such persons. Further, for the time period stated above, you cannot solicit any of our former or present customers for any activity which is competitive with Pegasystems' Business.

19. DATA PROTECTION

19.1. During your employment and for as long a period as is necessary following the termination of your employment, the Employer will:

(a) Obtain, keep, use and produce records containing information about you for administrative, management, analysis and assessment purposes in connection with your recruitment, employment and remuneration both in personnel file and on the Employer's computer system. On occasion, the Employer may need to disclose information about you to third parties. It will only do this when absolutely necessary. It will only use information held about you in ways that are consistent with the employment relationship, the operation of the business, and applicable law.

(b) Obtain, keep, produce and use personal data relating to:

(i) your racial or ethnic origin for the purposes of equal opportunities monitoring;

(ii) your health in order to enable the Employer to safeguard your health and safety at work, in connection with the Employer's sick pay scheme, for administrative purposes and for complying with its statutory obligations; and

(iii) details of alleged offences committed by you where:

- you have informed us of these
- or we need to keep these details because they have some bearing on your employment.

(c) Transfer some or all of the information in the Employer's records about you, in accordance with applicable laws, to:

- Holding companies or subsidiary companies;
- Companies in whom the Employer or a holding or subsidiary company has a shareholding;
- Companies or firms with whom the Employer or a holding or subsidiary company has a contractual relationship; and
- Companies or firms processing data on behalf of the Employer.

(d) By signing these Terms, effective the date of signing, you consent to the Employer obtaining this information and carrying out the processing of personal data described in this Clause 19, in accordance with current or future data privacy laws, as may be applicable, modified or amended from time to time.

20. OTHER TERMS

20.1. In the event that you are required to undertake domestic or foreign travel, you undertake to do so in accordance with the then current company policies and additional terms that are available on the Company's intranet site or may otherwise be made available to you.

21. RIGHTS OF THIRD PARTIES

21.1. No person who is not a party to this Agreement ("Third Party") has or shall have any rights to enforce any term of this Agreement and no consent of any Third Party shall be required to any cancellations or variations of this Agreement.

22. SEVERABILITY

22.1. Each of the terms of this Contract of Employment is considered reasonable by the Company and by you and is intended to be separate and severable. In the event that any of the said terms shall be held void, but would be valid if part of the wording thereof were deleted, such term shall apply with such deletion as may be necessary to make it valid and effective.

23. NOTICES

23.1. You shall notify the Company, in writing, of any change, whether permanent or temporary, of residential address or any other contact details (telephone number, email address, mobile number etc.) within ten (10) business days of the said change, failing which any communication sent to you by the Company on your last known address will be deemed to have been duly served notwithstanding the fact that you have changed your address.

24. LAW

24.1. This Agreement shall be governed by, and construed in all respects in accordance with India's central and state specific laws to the extent applicable.

25. **DISPUTE RESOLUTION**

25.1. Any disputes arising in connection with your employment or this contract shall be submitted to the jurisdiction of the courts in Ranga Reddy, India.

26. **ENTIRE AGREEMENT**

26.1. These Terms sets out the entire Agreement between the parties and supersedes all prior contracts relating to its subject matter. The Employer reserves the right to vary your terms and conditions of employment at any time based on the business need through appropriate communication.

27. **EXECUTION & COUNTERPARTS**

27.1. These Terms may be executed and acknowledged by the parties in counterparts in manuscript (wet ink signature) or digital signature or electronic signature or other electronic means including email, capable of recording the date of execution, and shall be a binding legal document between the parties for all purposes. The Company reserves the right to mandate executing these Terms in manuscript for future record keeping or other purposes.

By signing this document, you confirm your acceptance to the Terms of Employment. You shall join the Company no later than **07/12/2021** [MM-DD-YYYY] failing which, notwithstanding your acceptance of these Terms of Employment, the Company's offer to you shall be deemed to be withdrawn and these Terms of Employment shall be of no effect and consequence.

SMRITI
MATHUR
R

Digitally signed
by SMRITI
MATHUR
Date: 2021.05.14
17:49:50 +05'30'

In Process

Signed
Authorized Signatory
Pegasystems Worldwide India Private Limited

I understand and acknowledge that this document has been authenticated in electronic mode and such signing or delivery of the document shall be deemed to be as good as an original document and not affect the validity of provisions it contains.

Signed

Anurag Yadav

Date

COMPENSATION DETAILS					
	Name	Anurag Yadav			
	Designation	Principal Solutions Engineer			
	Start Date of Employment (MM/DD/YYYY)	07/12/2021			
S.No.	Components		Per Annum	Per Month	Remarks
A	Fixed Base Pay				
	Basic Salary		1,020,000	85,000	40% Basic stands at 40% (Standard Industry Practice)
	House Rent Allowance		408,000	34,000	40% 40% of basic Salary
	Flexi Reimbursement & Allowance:				
	- Leave Travel allowance		40,000	3,333	
	- Telephone & Internet Reimbursement		36,000	3,000	
	- Children Education Allowance (CEA)		1,200	100	
	- Children Hostel Allowance (CHA)		3,600	300	
	- Health & Sports Club fee		24,000	2,000	
	- Mobile Handset		36,000	3,000	
	- Fuel Reimbursement		21,600	1,800	Based on the Cubic Capacity (CC) of car the component might change to INR 2400
	Special Allowance		837,200	69,767	
	Total of A		2,427,600	202,300	
B	Company's contribution to PF		122,400	10,200	12% of basic salary
	Fixed Base Pay (A+B)		2,550,000	212,500.00	Fixed base pay includes company's contribution to PF
C	Bonus				
	Corporate Incentive Compensation Plan (CICP)		306,000		Annual pay out based on individual and Company's performance
D	Stock Grants		USD 10,000		As per Terms of Employment letter
	Target Compensation (A+B+C)		2,856,000	238,000	
E	Other Benefits				
	Reimbursable				
	- Parking Allowance	24,000			This varies based on mode of transport chosen and payable on monthly basis
	Non-reimbursable				
	- Cab Facility	120,000			This is a group benefit and cannot be encashed
	- Personal Accident/Health/Term Insurance	25,000			This is a group benefit and cannot be encashed
	- Free Lunch	17,000			This is a group benefit and cannot be encashed
	Total of E		186,000		
F	Retiral Benefit				
	Gratuity	49,038			Payable upon completion of 5 years. Eligible for 15 days of last drawn basic multiplied by number of years of service in the organization, as per laws prevailing at the time.
	Target of F		49,038		
	Target Benefits (E+F)		235,038		
	Total Cost to the Company (A+B+C+E+F)		3,091,038		

NOTE :

1. TDS will be deducted at the applicable tax rate.
2. All Components (except CEA, CHA) under flexi basket will be reimbursed by Company on production of bills. The reimbursement cycle will be as per Company's policy.
3. Employee can discuss the CTC structure with the "Payroll" Department and get the finalized CTC structure.
4. Please forward the investment declaration form and Previous employment data to the payroll department.
5. Employees who opt for Company's Cab Facility will not be eligible for fuel reimbursement and parking allowances

SMRITI Digitally signed by
MATHUR SMRITI MATHUR
 Date: 2021.05.14
 17:50:13 +05'30'

Signed
Authorized Signatory
Pegasystems Worldwide India Private Limited

I understand and acknowledge that this document has been authenticated in electronic mode and such signing or delivery of the document shall be deemed to be as good as an original document and not affect the validity of provisions it contains.

Signed
Anurag Yadav