



EMPLOYEE INTELLECTUAL PROPERTY AND CONFIDENTIAL INFORMATION AGREEMENT

In consideration of my employment with any of Fidelity National Information Services, Inc., its subsidiaries, and its other affiliated entities (individually and collectively, "FIS"), and the payment of salary and other compensation that I receive during my employment with any of FIS, I now enter into this Employee Intellectual Property and Confidential Information Agreement (this "Agreement") and agree as follows:

I. ACKNOWLEDGEMENTS: I acknowledge that: (1) "FIS's Business" includes the provision of data processing and related services, and consulting and professional services and solutions, using FIS's proprietary software, databases, information, and intellectual property, and the licensing, maintaining, enhancing, and developing of FIS's proprietary software, databases, information, and intellectual property, and all other businesses of any kind engaged in by FIS, and all related software, databases, information, intellectual property, and services which FIS may in the future develop internally or obtain through acquisition; (2) FIS's Business is highly competitive, is marketed throughout the United States, Europe, Asia, and in many other locations worldwide, and requires long sales lead times often exceeding one or more years; (3) FIS expends substantial time and money, on an ongoing basis, to train its employees, maintain and expand its customer base, and improve and develop its software, databases, information, and intellectual property, and services; (4) during my employment with FIS, I will have access to, receive, learn, develop and/or conceive information that is proprietary and confidential to FIS and/or a trade secret of FIS (collectively "Confidential Information," as further defined below), this Confidential Information must be kept in strict confidence to protect FIS's Business and maintain its competitive position in the marketplace, and this Confidential Information would be useful to FIS's existing and potential competitors and provide them with an unfair advantage; (5) I have received adequate consideration for signing this Agreement, which includes, but is not limited to, the granting of access to Confidential Information; (6) the restrictions in this Agreement are reasonable and necessary to protect FIS's legitimate business interests; and (7) during my employment with FIS, I must comply with FIS's corporate policies.

II. CONFIDENTIALITY: "Confidential Information" means information, or a compilation of information, in any form (tangible or intangible), related to FIS's Business that has not appropriately been made public and that is not generally known to the public or to other persons who might obtain value or competitive advantage from its disclosure or use. I understand that FIS's Confidential Information includes, by way of example only: (1) the identity of customers and prospects, their specific requirements, and the names, addresses and telephone numbers of individual contacts; (2) prices, renewal dates and other detailed terms of customer and supplier contracts and proposals; (3) pricing policies, information about costs, profits and sales, methods of delivering services and products, marketing and sales strategies, and software and service development strategies; (4) source code, object code, specifications, user manuals, technical manuals and other documentation for software products; (5) screen designs, report designs and other designs, concepts and visual expressions for software products; (6) information obtained from FIS's confidential personnel records; (7) forecasts, budgets and other non-public financial information; (8) expansion plans, business or development plans, management policies, information about possible acquisitions or divestitures, potential new products, markets or market extensions, other business strategies and policies; and (9) information about the business affairs of third parties (including, but not limited to, customers, suppliers, and potential acquisition targets) or other information obtained from or about third parties as a result of my employment with FIS, that such third parties provide to FIS in confidence. **At all times during and after my employment with FIS,** I will not disclose or communicate any Confidential Information to any competitor or other third party, or use or refer to any Confidential Information for any purpose, or remove materials containing any Confidential Information from FIS's premises, except as necessary for me to properly perform services for FIS during my employment. Upon termination of my employment, I will immediately return to FIS all property, documents, and information belonging to or originating from FIS, including, but not limited to, all correspondence files, business card files, customer and prospect lists, price lists, software, manuals, technical data, forecasts, budgets, notes, and any other materials of any kind that contain any Confidential Information, and I will not retain any copies,

excerpts, or summaries of any of those materials. I understand that these provisions apply even to Confidential Information that is developed or conceived by me, alone or with others, at FIS's instruction or otherwise. I also understand that these provisions apply to all information I may receive that is confidential or proprietary to any customer or other company who does business with FIS. I will not, **at any time during my employment with FIS**, develop, design, market, or sell, except on behalf of FIS, any product, service, or software that is similar to (in function or purpose) with any of FIS's proprietary products, services, or software. I will not, **at any time after my employment with FIS terminates for any reason**, use any proprietary software, databases, information, or intellectual property of FIS, or any FIS Confidential Information, for the development, design, marketing or sale of any products, services, or software that are similar to (in function or purpose) with any of FIS's proprietary products, services, or software. Trade secret information will remain protected at all times and nothing herein shall be construed to reduce or diminish the applicability of trade secret protections that apply to FIS's trade secrets independent from this Agreement. I also understand that I shall not be held criminally or civilly liable under any trade secret law for the disclosure of a trade secret that is made: (1) in confidence to a government official, either directly or indirectly, or to an attorney, and solely for the purpose of reporting or investigating a suspected violation of law; or (2) in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal. Finally, I understand that nothing in this Agreement prohibits me from: (i) making any disclosure of information required by law; (ii) providing information to, or testifying or otherwise assisting in any investigation or proceeding brought by any regulatory or law enforcement agency or legislative body, any self-regulatory organization, or FIS's designated legal compliance officer; or (iii) filing, testifying, participating in or otherwise assisting in a proceeding relating to an alleged violation of any applicable law relating to fraud or any rule or regulation of an applicable governmental organization.

III. PRODUCT AND COMPUTER INTEGRITY: I understand that I am not authorized to access and use, or allow others to access and use, FIS's computers, email, or related computer systems to compromise FIS's legitimate business interests, and that unauthorized access to or use of FIS's computers in violation of this understanding may subject me to civil and/or criminal liability. I will not use a personal mobile device (e.g., cellphone, smartphone, tablet), personally owned computer (e.g., desktop, laptop), or personal electronic storage device (e.g., thumb drive, CD) to create or store any Confidential Information unless I have the prior written consent of FIS. I further agree that, if I store Confidential Information (i) on a personal mobile device without FIS's prior written consent, (ii) on any other personally owned computer or electronic storage device, or (iii) in any personal online account (e.g., Yahoo, Dropbox, iCloud), then I will provide FIS with access to such device, computer, or account, upon FIS's request consistent with applicable law, so that FIS may inspect the device, computer, and/or account to ensure that all FIS materials have been returned and not copied or retained, and/or so that FIS may permanently delete any Confidential Information stored therein. I understand and agree that the storage of Confidential Information on a personal mobile device, computer, or storage device as described in this subsection, without proper and prior authorization, would violate FIS policy. The obligations in this Section (as well as this entire Agreement) are in addition to and supplement the protections afforded to FIS by applicable law.

IV. WORKS AND IDEAS: "Works and Ideas" include, but are not limited to, products, services, marketing strategies, product ideas, business ideas, software, designs, concepts, upgrades, updates, enhancements, technology, inventions, works, improvements, derivative works, ideas, discoveries, or intellectual property of any kind or nature, whether or not patentable or copyrightable, pertaining to FIS's Business. FIS shall be entitled to own any and all Works and Ideas that are, among other things, made, written, developed, reduced to practice, authored, discovered, acquired, created, or conceived by me, alone or with others: **(1) at any time (during or after business hours) while I am employed by FIS (including, without limitation, any of the foregoing before my executing this Agreement); or (2) to the extent using or based on any software, database, information, technology, work, invention, or intellectual property of any kind of FIS, after my employment terminates.** I will promptly communicate to FIS management, in writing, all Works and Ideas. I understand that all Works and Ideas are FIS's exclusive property, and I hereby assign, irrevocably and unconditionally, all rights, title and interest in and to the Works and Ideas to FIS, whether made, written, developed, reduced to practice, or conceived before, on, or after the date on which I execute this Agreement. I will sign all documents, and provide any assistance, which FIS deems necessary to confirm its ownership of any Works and Ideas, and I will cooperate fully with FIS to allow FIS to take full advantage of those Works and Ideas, including the securing of patent and/or copyright protection and/or other similar rights in the United States, India, internationally, and in foreign countries. I hereby irrevocably waive any "moral rights," "author's special rights" or other rights with respect to attribution of authorship or integrity in

relation to the Works and Ideas. I hereby further acknowledge and agree that, notwithstanding the provisions of the Indian Copyright Act, 1957, all assignments/licenses granted by me under this Agreement shall not lapse or revert or be deemed to lapse or revert to me. Further, I irrevocably waive any right to raise any objection or other claims before the Indian Copyright Board or any other governmental authority or Court of law in India with respect to any rights in and/or to the Works and Ideas, including in and/or to the ownership of the Works and Ideas, whether under the provisions of Section 19A, 30A or any other provision(s) of the Indian Copyright Act, 1957 or any applicable law.

V. TERMINATION: I understand that this Agreement does not contain a guarantee of employment and that I or FIS may terminate my employment, in accordance with my Indian employment agreement.

VI. REMEDIES: I acknowledge that it would be extremely difficult to measure the damages that might result from any breach by me of this Agreement, and that a breach may cause irreparable injury to FIS that could not be compensated by money damages. Therefore, FIS will be entitled to enforce this Agreement by obtaining a court order prohibiting me (and any others acting in concert with me) from breaching this Agreement. If a court decides that any provision of this Agreement is not enforceable for any reason, then the rest of this Agreement will not be affected. If a court decides that any provision of this Agreement is not enforceable due to the law of my state or country of residence or employment, then that provision will have no effect only while I am a resident of or employed in that state or country. If a court decides that any provision of this Agreement is too broad, then the court may limit that provision (for the jurisdiction covered by that court only and to the extent permitted by law, for that proceeding only) and enforce it as limited. If FIS prevails in any legal proceeding relating to this Agreement, then I will pay FIS all of its reasonable attorneys' fees and expenses incurred in connection with the legal proceeding or the enforcement of FIS's rights under this Agreement, regardless of whether the scope of any provision of this Agreement is limited as part of the legal proceeding; provided, however, that if I reside in and am subject to the law of a state or country that would convert this recovery of attorney's fees provision to a reciprocal obligation or an obligation where the prevailing party would recover fees and costs, then such recovery of attorneys' fees and costs provision shall not apply and each party will bear its own attorneys' fees and costs. If a court judicially modifies the scope of any provision of this Agreement and thereafter enforces it as modified, I recognize that FIS will be the prevailing party for purposes of determining payment of legal fees.

VII. GENERAL: (a) I agree that this Agreement is fully assignable by FIS, without further consent by or consideration to me, and this

Agreement may be enforced by any assignee or successor of FIS. (b) I understand that my post-employment obligations under this Agreement will survive the termination of this Agreement, termination of my employment (regardless of the cause of the termination) and/or changes in responsibilities, duties, or compensation, unless otherwise explicitly agreed in a writing signed by all parties. (c) The existence of a cause of action by me against FIS shall not constitute a defense to enforcement of the restrictions on me contained in this Agreement. (d) As used herein, references to restrictions used to protect the property and interests of FIS will be understood to include protection of the property and interests of any and all entities of FIS with which I have any material involvement during my employment with FIS. This Agreement will inure to the benefit of all of FIS and may be enforced by any one or more of FIS, without need of any further authorization or agreement from me. (e) I undertake not to, anywhere in the world, (1) take any action (or omit to take any action where required), such that it jeopardizes or prejudices the rights, title and interests of FIS including any proprietary rights, intellectual property rights, or rights in and to its Confidential Information and/or the Works and Ideas, (2) challenge the ownership of FIS in, to or under the Works and Ideas or the validity of the same and (3) shall not assert ownership over any of the Works and Ideas, Confidential Information or any other proprietary rights of FIS. (f) I understand that FIS may elect to provide another party notice of this Agreement and an opinion about its applicability. While I reserve the right to also communicate my disagreement with such an opinion if I disagree, I recognize FIS's legitimate business interest in expressing its opinion and consent to FIS doing so if it believes such is necessary. I will not assert any claim that such conduct is legally actionable interference or otherwise impermissible regardless of whether or not this Agreement is later found to be unenforceable in whole or in part. (g) If either party waives his, her, or its right to pursue a claim for the other's breach of any provision of the Agreement, the waiver will not extinguish that party's right to pursue a claim for a subsequent breach. (h) This Agreement may not be waived, modified, altered or amended except by written agreement of all parties or by court order. (i) Nothing in this Agreement shall be construed to control or modify which entity (among the FIS family of entities) is my legal employer for purposes of any laws or regulations governing the employment relationship. (j) If a court finds any of the Agreement's restrictions unenforceable as written, the parties agree the court is authorized and

expected under the terms of this Agreement to revise the restriction (for the jurisdiction covered by that court only and to the extent permitted by law, for that proceeding only) so as to make it enforceable, or if such revision is not permitted, then to enforce the otherwise unreasonable or unenforceable restriction to such lesser extent as would be deemed reasonable and lawful within that jurisdiction. I acknowledge that such a decision or modification does not constitute a precedent and that the judicial modification shall only apply for the jurisdiction in which the court sits, and to the extent permitted by law, to the proceeding at issue. (k) Except as otherwise expressly indicated, the Agreement contains the parties' entire agreement concerning the subject matter covered in it. If I have previously entered into an agreement with FIS covering such subject matter, this Agreement and its provisions shall replace any provision covering such subject matter in such previous agreement as of the date on which I enter into this Agreement and such provisions in such previous agreement shall remain in effect regarding the time before I enter into this Agreement, provided that, in the event of any conflict or discrepancy of this Agreement or any of its provisions and such provisions in such previous agreement, this Agreement and its provisions shall control retroactively as of the date on which I entered into such previous agreement as if set forth in such previous agreement. (l) I agree that this Agreement will be valid, effective, and binding when signed through any type of electronic or digital signature (including, without limitation, a web-based click). (m) When FIS deems it applicable during my employment, I will sign the latest revised version of this Agreement as a condition of continued employment. (n) **This Agreement shall be governed by the laws of India and any action brought pursuant to this Agreement shall be brought exclusively in the courts in India.**

AGREED: Yes

EMPLOYEE SIGNATURE:



FIS:



People Leader - India and Philippines

TITLE:

PRINT NAME: Ishan Chaturvedi

PRINT NAME: Nikhileshwar Singh

DATE SIGNED: 22/01/2025

DATE SIGNED: