



November 18, 2025

Mmukul Khedekar
mmukulkhedekar34@gmail.com

Dear Mmukul

Welcome! We're thrilled to offer you a position as Software Engineering, New Grad at Stripe.

Our mission is to grow the GDP of the internet. We do this by putting users first, delivering outstanding results, and operating with high integrity. We work closely together, learn from each other, and maintain exactingly high standards. We need extraordinary people to meet the large and complex challenge we are tackling.

This is where you come in. We're tremendously excited by the prospect of working with you. The terms and conditions of your offer of employment are contained in the enclosed Employment Agreement and Confidential Information and Invention Assignment Agreement.

Base Salary: INR 2,806,000.00 (gross)

We'd love to have you with us. If you wish to accept this offer of employment, please sign and return a copy of the enclosed Employment Agreement to Stripe within 7 days of the date of this letter.

Sincerely,

Stripe Technology India Private Limited

Initials _____
Mk



EMPLOYMENT AGREEMENT

Stripe Technology India Private Limited (Stripe or the Company) is pleased to offer Mmukul Khedekar (**you**) son of Sanjeev Khedekar, aged 21 years, a citizen of India, presently residing at A-2801, Evershine Crown, Thakur Village, Kandivali-East, Mumbai - 400101 employment on the terms and conditions contained in this agreement (**Agreement**).

1. Position and Commencement

You are employed in the position of Software Engineering, New Grad on a permanent full-time basis. Your employment with Stripe will commence on June 22, 2026, or such other date as may be notified to you in writing by the Company (**Start Date**) and this will be the date used for the purposes of determining your period of employment and any service-related benefits.

Your employment will continue until terminated by either party in accordance with this Agreement.

Your employment is subject to you:

- a. obtaining and retaining the legal right to work and reside in the working location specified in this Agreement;
- b. not being bound by any contract, covenant or other legal obligation that prevents you from performing the duties of your position with Stripe without the written consent of anyone else;
- c. reading and signing the Confidential Information and Inventions Assignment Agreement (**CIIAA**) attached to this Agreement at **Schedule 1**;
- d. successfully completing background checks to Stripe's satisfaction as outlined in this Agreement; and
- e. having completed the verification of UAN-Aadhaar as required by the provident fund authorities before joining Stripe or agreeing to complete within 7 days of joining the Company. If you do not have an existing UAN, you agree to either (a) submit your Aadhaar details for Stripe to generate a UAN on your behalf for the purpose for making contributions

Initial
Mk
Initials _____



under the Employees Provident Funds and Miscellaneous Provisions Act, 1952 (**EPF Act**); or
 (b) generate your own UAN within 7 days of joining Stripe.

You warrant you will meet these requirements, and acknowledge that if you fail to meet any of these requirements, your offer of employment may be withdrawn, or this Agreement may be terminated, by Stripe in its sole discretion, without notice.

You will report to such person as may be nominated by Stripe from time to time. Your duties, responsibilities, and reporting line may be adjusted from time to time by Stripe in its sole discretion.

2. Background Checks

You hereby consent to the conduct of background and reference checks, prior to your Start Date and from time to time during your employment, and agree to cooperate with Stripe in this regard, including:

- a. ensuring information you provide to Stripe (including in relation to your experience, qualifications and compensation), and any vendors authorised by Stripe to perform background or reference checks, is truthful and correct;
- b. signing any consent form or similar documentation the Company requires in order to conduct the checks; and
- c. providing such information to an external third party, as selected by the Company, to enable the checks to be carried out.

3. Probationary Period

The 6-month period immediately following your Start Date will be a probationary period. During this period, Stripe will assess your suitability for your position and employment with Stripe. Your employment may be terminated at any time during the probationary period by you or Stripe without notice. To the extent permitted by law, the Company may extend your probationary period in its sole discretion.

4. Working Location

You will work primarily from Stripe's office in Bengaluru, currently located at Prestige Tech Pacific Park, Building 2, Kadubeesahalli Village, Varthur Hobli, Bangalore East Taluk, Bengaluru, Karnataka, India 5601030, or such other location in the metropolitan area as Stripe may require. Subject to Stripe policy, you may also work from your home by agreement with your manager, from time to time, taking into account any working location norms set forth by Stripe or your team, including any requirement to commute to the ~~official~~ to

Initials Mk



work. Any guidelines on working location norms are subject to change as the business evolves, and you will be informed of them in advance.

Through our relocation partner and their network of proven vendors, Stripe will help you to manage your move so you can focus on your new role. Your Stripe relocation package, including services offered and budgeting, is attached as Appendix A (Relocation Package). Your entitlement to the Relocation Package and to any and all benefits thereunder shall be conditional upon your remaining in the employment of Stripe (without you having served notice of resignation or been summarily dismissed by Stripe as at the date falling on the one (1) year anniversary of your Start Date. If this condition is not met, you agree that you shall not be entitled to receive any of the benefits in the Relocation Package, and any and all such benefits that have been provided on or prior to such date shall be regarded as unearned employment benefits. You shall, upon demand by Stripe, repay to Stripe a portion of the relocation expenses previously paid to you by Stripe, determined as follows: amount to be repaid = (Total Relocation Package paid by Stripe/365) x (365 – N), where "N" = the total number of days from Start Date until your last day of work at Stripe. You hereby agree that Stripe shall, subject to applicable laws, be entitled to deduct such amount of unearned employment benefits (paid as an advance) from your salary, and consent to Stripe deducting or setting off such amount against any and all amounts payable to you by Stripe under this Agreement. Refer to Appendix A (Relocation Benefits Summary) for further detail.

5. Transfer

Stripe shall be entitled to transfer your employment to any of its affiliated companies, successor in interest or other division/branch as it may deem necessary solely at its discretion and for such period of time that Stripe deems appropriate. Any such transfer shall not be deemed to violate the terms of this Agreement or constitute any basis for constructive or involuntary termination of employment, provided that your base salary is not reduced and your other remuneration for services rendered to Stripe is not substantially reduced.

6. Working Hours

Your ordinary full-time hours of work will be 48 hours per week. The Company's normal business hours are 9am to 6pm, Monday to Friday. You are entitled to a 1-hour lunch break each day. Your working hours can be subject to change based on business needs. From time to time, you may be required to work such additional hours as may reasonably be required for the proper performance of your duties and responsibilities. Stripe is a global company working across multiple offices and different time zones, with partners all over the world, so you should be prepared to occasionally attend to matters, join conference calls, company all hands meetings,

Mk
Initial

Initials _____



and other events outside of normal working hours. You must not undertake overtime work without prior approval from your manager. Your remuneration package compensates you for all hours worked, including any overtime.

You may, from time to time, be required to be on call to attend to work which may arise outside normal business hours. You will be notified in advance or any on call scheduling in accordance with team norms and applicable Company policies.

7. Duties

You must, in good faith, diligently, and to the best of your skills and ability, carry out the duties assigned to you by Stripe, and promote the interests of Stripe. You must devote the whole of your time and attention during working hours (and at such other times as may be reasonably required) to performing your duties.

During your employment, you must not engage in any other employment, consulting, or other business activity without the written approval of Stripe. If your outside activities comply with our conflicts policy, approval will not be unreasonably withheld.

To assist you to perform your duties, you will be provided with Stripe-owned IT equipment and access to its IT systems. Usage of such equipment and systems must be in accordance with Company policy. Stripe monitors the usage of its equipment and systems and, subject to law, you should have no expectation of privacy when using Company IT systems.

Stripe may require you to undergo a medical examination from time to time and submit a medical report certifying your fitness to perform your duties and obligations under this Agreement.

8. Policies and Regulations

You must comply with all reasonable and lawful directions of Stripe - this includes familiarising yourself and complying with all applicable Company rules and policies, as may be updated from time to time. Company rules and policies do not form part of this Agreement, but any unreasonable failure by you to comply with the same may be treated as a failure by you to comply with a reasonable instruction and may result in disciplinary action.

Initial
Mk
Initials _____



You must comply with all applicable laws and regulations, including but not limited to local bribery laws, (the Indian Prevention of Corruption Act, 1988), the UK Bribery Act 2010 and the United States Foreign Corrupt Practices Act, and cooperate with Stripe in relation to its own regulatory compliance.

You must report any wrongdoing or proposed wrongdoing of any employee (including you), contractor, vendor, agent, or director, immediately on becoming aware of such wrongdoing.

9. Base Salary

You will be paid an annual base salary of INR 2,806,000.00 (**Base Salary**) per annum (gross), which has been determined based on your role and location. You will be paid in arrears in equal monthly instalments on Stripe's regular monthly payroll date. Stripe will review your Base Salary and performance annually and your Base Salary may be adjusted in Stripe's sole discretion.

The payments made to you will be subject to deduction of applicable tax at source and any other legally permissible deductions such as those relating to professional tax and labour welfare fund. You will be solely liable for your personal tax liabilities and the Company makes no assurances that the remuneration has been structured in the most tax efficient manner; or that the tax treatment applicable to your remuneration or components thereof will continue for the entire term of employment. The breakdown of the salary may need to be revised from time to time in keeping with regulatory developments or otherwise, and the Company will not be liable for any additional tax liability you may face due to such revisions. You also agree and acknowledge that the Company may, subject to applicable laws, at any time during the term of employment or cessation thereof, deduct from your remuneration or final settlement, any amounts owed by you, including but not limited to, any outstanding loans, advances, overpayments or costs incurred by the Company due to any damage or loss to Company property, etc. caused by you.

The Company reserves the right to deduct from any payments due to you, to the extent permitted by law, any overpayment, and any amount payable by you to the Company.

10. Retirals

Stripe will make provident fund contributions in accordance with the provisions of the EPF Act and Stripe's internal policy.

11. Bonus/Incentive

Initial
Mk
Initials _____



SIGNING BONUS. You will receive a signing bonus of INR 702,000.00, which shall be less all applicable withholding taxes and other applicable deductions in accordance with Stripe's standard payroll practices (the "Signing Bonus"). Keeping Your best interests in mind, the Signing Bonus will be provided to You as an advance payment. The Signing Bonus has an effective date after 30 days of employment and will be advanced in full on the pay date corresponding to the pay period that includes Your effective date. If You voluntarily terminate Your employment with Stripe or if Stripe terminates Your employment for cause (as determined by Stripe in its sole discretion) on or before the one (1) year anniversary of the Commencement Date, then You will immediately repay to Stripe part of the Signing Bonus determined as follows: Amount to be repaid = (Total Signing Bonus/365) * (365 – N), where "N"=the total number of days from the Commencement Date until Your last day of work at Stripe. If You fail to repay the Signing Bonus in accordance with this Clause, You authorize Stripe to deduct the amount of such advance payment from any amounts owed to You by Stripe on the termination of employment, or otherwise.

COMPANY BONUS. You are eligible to receive a company bonus (the "Company Bonus"). Your target Company Bonus is unilaterally set by Stripe at 10% of the Base Salary. The Company Bonus is a completely discretionary payment, you have no contractual right to it, and Stripe reserves the right in its absolute discretion to vary or terminate the terms and/or payment of the bonus at any time. Details about this are in Stripe's Company Bonus program plan provided to you, which may be amended, modified, updated or terminated from time to time at Stripe's absolute discretion.

12. Benefits

Stripe shall provide employee benefits to you in accordance with its policies and programs in place from time to time. You have no contractual rights to the benefits provided and Stripe reserves the right to change, modify, discontinue, or terminate, at its sole discretion, its policies and employee benefits programs. All benefits provided by Stripe are provided subject to the terms and conditions imposed by Stripe and/or third-party providers. You shall not be entitled to any compensation for the loss, or prospective loss, of benefits arising from any action taken by Stripe, including, without limitation, change/removal of program or provider, or termination of employment. A separate employee benefits summary will be provided to you when you commence your employment with Stripe.

Initial
Mk
Initials _____



13. Expenses

Stripe will reimburse reasonable business-related expenses that are incurred and submitted by you in accordance with Stripe's expenses policy. You should seek approval in advance for business-related expenses. Failure to follow Stripe's expenses policy may be subject to disciplinary action, up to and including termination of employment, and repayment/recoupment of improper expenses reimbursed to you.

14. Leaves

You are entitled to leave in accordance with Stripe's policy governing such leave, and applicable law.

Eligible female employees will be entitled to leave and benefits in accordance with the Maternity Benefit Act, 1961 and Stripe's policy, as amended from time to time.

15. Health & Safety

Stripe is committed to providing a safe, risk-free and harassment-free working environment for all workers. You must comply with its health and safety, anti-harassment and anti-discrimination policies, cooperate with its directions and report any actual or potential workplace risks or incidents which you become aware of.

16. Confidentiality & Intellectual Property

During, and following the end of, your employment, you must comply with the CIIAA, which forms part of the terms of your employment.

17. Data Privacy

Stripe will collect, use, protect, store, transfer and disclose your personal data in accordance with the Employee Personal Information Notice and applicable policies and laws. You confirm that you have read and understood Stripe's Employee Personal Information Notice and applicable policies and consent to Stripe collecting, using, protecting, storing, transferring, and disclosing your personal data for legal, personnel, administrative, management and legitimate business reasons.

18. Termination of Employment

After the Probationary Period, either you or Stripe may terminate your employment by giving to the other 1 month's written notice, or in the case of the Company, payment in lieu of notice. A resignation once accepted,  

Initials _____



cannot be withdrawn without the express consent of the Company.

Termination on ground of continued ill-health. The Company has the right to terminate your employment if you are found to be incapacitated by illness or accident or any physical or mental disability or otherwise unable to perform your duties under this Agreement for a period totaling 60 days in any period of 12 consecutive calendar months.

Termination for misconduct. Notwithstanding any other provision of this Agreement, the Company may terminate your employment at any time without prior notice if you:

- a. commit any serious or persistent breach of this Agreement or any of the Company's policies and procedures;
- b. refuse to carry out a lawful and reasonable instruction of the Company, within the scope of your duties;
- c. are grossly or habitually negligent or otherwise incompetent in the performance of your duties;
- d. are guilty of any serious misconduct or wilful neglect in the discharge of your employment duties;
- e. are guilty of any misappropriation of Stripe's funds;
- f. engage in wilful or negligent conduct which poses a serious risk to physical or mental health and safety;
- g. act in a manner (whether in the course of your duties or otherwise) which does or, in the reasonable opinion of the Company, is likely to, bring you or Stripe into disrepute;
- h. engage in any civil wrong or conduct of a criminal nature (including but not limited to assault, theft or fraud) which in the reasonable opinion of the Company may seriously impact on your ability to perform the duties of the position or is likely to significantly damage the reputation or business of the Company;
- i. engage in any form of unethical business conduct;
- j. are habitually absent or absent for a period exceeding eight (8) consecutive days; and/or
- k. commit any form of harassment, including sexual harassment while employed with Stripe.

19. On Termination

During any period of notice, Stripe may require you:

- a. not to attend for work at any offices or premises of Stripe;

Initials _____
Mk



- b. not to perform the duties of your position;
- c. to perform duties which are different to your usual duties, provided that you have the necessary skills and competencies to perform these duties;
- d. to assist Stripe with a proper hand over of the duties of the Position including business information, work, clients, and business;
- e. not to have any dealings with any agents, consultants, vendors or users of Stripe or related company; or
- f. to do any combination of the above.

If your employment is terminated for any reason:

- a. Stripe may require you to provide a handover of the duties of your position;
- b. Stripe may set off any amounts you owe Stripe against any amounts Stripe owes you, except for amounts Stripe is not permitted by law to set off;
- c. on, or prior to, your final day of employment, you must return all of Stripe's property (including property leased by Stripe) to Stripe on termination including all written or machine-readable material, software, documents, computers, credit cards, keys and vehicles if company owned or leased;
- d. you must not, following the termination of your employment, represent yourself as being in any way connected with Stripe's business; and
- e. the CIIA continues to apply following the termination of your employment and you must comply with it.

If you give notice of termination for the purpose of commencing work with a competitor of Stripe, or otherwise to compete with Stripe, you must immediately, upon giving notice, disclose full details of this purpose so as to enable Stripe to take steps to protect its business. This obligation does not detract from your general obligation to immediately disclose any conflict of interest to Stripe.

20. Suspension

Stripe may, at its sole discretion, suspend your employment with or without pay, subject to local law, if it suspects you may have been involved in improper conduct, for the purpose of conducting an investigation. You may be directed not to attend the workplace, communicate with fellow employees, vendors, contractors or users, and/or access Company IT systems or otherwise interfere with the conduct of the investigation.

21. Restrictions

Initial
Mk
 Initials _____



You will not, in a Restricted Capacity, without the full informed and written consent of Stripe, during your employment and for a period of:

- a. 6 months after the Termination Date, Compete;
 - b. 12 months after the Termination Date, canvass, solicit or approach any Restricted User with the intent to Compete;
 - c. 12 months after the Termination Date, solicit, induce or entice a Restricted Person from ceasing their contractual relationship with a Covered Stripe Company;
 - d. 12 months after the Termination Date, interfere with the relationship a Covered Stripe Company has with a Restricted User or Restricted Person,
- (each a **Restriction**).

To the extent you are directed not to perform work during any period of notice of termination of employment, the period specified in each Restriction will be reduced by the period during which you comply with such direction(s).

Each Restriction is separate and independent, applying concurrently. Any Restriction that is or becomes illegal, void or unenforceable will be ineffective only to the extent of such illegality, voidness or unenforceability and will not invalidate any remaining Restrictions.

While each Restriction continues to operate, you must immediately notify any new employer, principal contractor, partner, or joint-venturer of you, who may potentially be affected by the restrictions, of the restrictions.

For the purposes of this clause:

Associated Entity means an entity which is the parent, subsidiary, subsidiary of the same parent, or otherwise member of the same corporate group as Stripe.

Compete means to sell or supply, or have the intent to sell or supply, or being in any way engaged, concerned or interested in the sale or supply of products or services which are the same or substantially similar to products or services sold or supplied by any Covered Stripe Company.

Confidential Information has the meaning given by the CIIAA.

Covered Stripe Company means Stripe and each Associated Entity for which you have:

Initials _____
Mk



- a. directly or indirectly performed services;
- b. had operational or management responsibility; and/or
- c. had access to Confidential Information,

in relation to, in the 6-month period immediately before the Termination Date.

Restricted User means any person or other legal entity:

- a. to which a Covered Stripe Company has supplied products or services in the 12 months immediately preceding the Termination Date; or
- b. with which a Covered Stripe Company was having negotiations or discussions in the 6 months immediately preceding the Termination Date regarding the possible supply by a Covered Stripe Company of products or services, unless these negotiations or discussions have failed prior to the Termination Date other than wholly or partly due to your acts or omissions; or
- c. who was an officer, employee, representative, agent, or consultant of any of the persons described in sub-clauses a. or b. above and was materially involved in the supply by the Covered Stripe Company of the products or services, or the negotiations or discussions,

and about whom you had access to Confidential Information during the Employment.

Restricted Capacity means the capacity of employee, consultant, contractor, officer, principal, partner, joint venturer, adviser, agent, trustee, beneficiary or investor (other than a holder for the purpose of investment only of no more than 5% of the issued capital of any company or trust whose shares or units are listed on a recognised stock exchange) whether alone or in concert, and regardless of compensation or direct or indirect personal benefit.

Restricted Person means a person who is an employee, contractor, consultant, officer, agent, supplier, vendor, partner or joint-venturer of a Covered Stripe Company:

- a. with whom you had material contact or dealings at any time; and/or
- b. about whom you had access to Confidential Information regarding their role, skills, performance and/or compensation; and/or
- c. who had access to Confidential Information,

in the 12 months immediately preceding the Termination Date

Termination Date means the date your employment with the Company ends regardless of mode or reason.

22. Entire Agreement

Initial
Mk
Initials _____



This Agreement, together with the CIIA, constitutes the full, complete and exclusive agreement between you and Company relating to its subject matter, superseding and replacing any prior such agreements, representations, offers or promises of any kind, whether written, oral, express or implied. No amendment to this Agreement will be effective unless in writing, signed by both parties. Any subsequent change or changes in your position, duties, obligations, rights or compensation will not affect the applicability, validity or scope of this Agreement, which will continue to apply unless or until it is replaced in writing.

23. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of India and both you and the Company irrevocably agree to be subject to the exclusive jurisdiction of the Bengaluru courts.

24. Miscellaneous

No delay in exercising or omission to exercise any right, power or remedy accruing to the Company upon any default under this Agreement shall impair any such right, power or remedy or shall be construed to be a waiver thereof or any acquiescence of such default.

Any provision of this Agreement which is or becomes illegal, void or unenforceable in any jurisdiction: is severable; will be ineffective and severable in that jurisdiction to the extent of the illegality, voidness or unenforceability; will not invalidate the remaining provisions of this Agreement; and will not affect the validity or enforceability of that provision in any other jurisdiction.

25. Acknowledgements

By signing this Agreement, you are acknowledging that:

- a. you have had sufficient time to review its contents;
- b. the Company is relying on the representations and warranties provided by you herein;
- c. you have been given an opportunity to obtain advice concerning its contents and effect; and
- d. you have read and understand the contents of this Agreement and your obligations herein.

Initial
Mk
Initials _____



stripe

Executed as an AGREEMENT

By Stripe Technology India Private Limited through its authorised signatory



Lisa Harris

November 18, 2025

Date

By the employee

Signed by:

Mmukul khedekar
D111A6158FEF4E9...
Mmukul Khedekar

November 18, 2025

Date

Initial
Mk
Initials _____



ANNEXURE I

Compensation Package

Designation: Software Engineer	Compensation (INR)	
	Gross salary per month	Gross salary per annum
CTC PER ANNUM	233,833	2,806,000
EARNINGS COMPONENTS	Per Month	Per Annum
Basic	77,165	925,980
House Rent Allowance	30,866	370,392
Long Term Allowance	3,858	46,299
Flexi Benefit Plan Basket (FBP):-	112,684	1,352,211
• Children Education Allowance	-	-
• Car Maintenance- employee owned car used partially for office		
- Cubic Capacity of engine is 1.6 litres or	-	-
• Car Maintenance- employee owned car used partially for office		
- Cubic Capacity of engine capacity more than 1.6 cc	-	-
• Special Allowance	-	-
Company Bonus		280,600
Signing bonus		702,000
OTHER COMPANY COMPONENTS		
Employer contribution to Provident Fund (PF)	9,260	111,118
Employer contribution to Gratuity	-	-
Medical Insurance	-	-
TOTAL COMPENSATION	233,833	3,788,600
DEDUCTIONS / NOT PAID DIRECTLY TO EMPLOYEES		
Professional Tax	200	2,400
Employee contribution to Provident Fund (PF)	9,260	111,118
Employer contribution to Provident Fund (PF)	9,260	111,118
Income Tax*	-	-
TOTAL DEDUCTION	18,720	224,635
NET COMPENSATION	215,114	3,563,965

Initials _____ 



Notes:		
• Flexi Benefit Plan Basket (FBP), for the first month it will be Special Allowance as default. After first payroll, employee will choose the components in our LSP payroll Portal, else it will be defaulted as Special Allowance. This is only applicable if they choose Old Tax Regime.		
• Company bonus is determined by multiplying your eligible earnings for the year, your bonus target percentage, your individual bonus multiplier, and the company attainment multiplier.		
• Mediclaim insurance will be covered under the group medical insurance policy taken by the company.		
• Employer's matching contribution towards PF will be deducted from compensation and remitted directly to your Provident Fund (PF) account along with your own contribution.		
• Income tax on your salary & benefits and state perspective taxes and contribution will be deducted from your salary as per applicable acts.		
• All your salary and benefits will be processed as per the company policy.		
• Gratuity is payable in accordance with the provision of the Payment of Gratuity Act, 1972.		
FOR STRIPE TECHNOLOGY INDIA PRIVATE LIMITED		

Initial
Mk
Initials _____



SCHEDULE 1

INDIA

CONFIDENTIAL INFORMATION AND INVENTION ASSIGNMENT AGREEMENT

As a condition of my employment with Stripe Technology India Private Limited (**Stripe**), which I accept as consideration for this Agreement, I agree to the following:

1. Relationship

This Agreement applies to my employment with Stripe regardless of its location, and includes any services I provide to Stripe before or after that employment. This relationship and its period are referred to as the **Relationship**.

2. Confidential Information

a. Definitions

Confidential Information means any information not generally known or available outside the Group, created by me in the course of, or which came to my knowledge or possession because of, the Relationship or pending Relationship, and includes, without limitation: (i) Company Inventions (defined below); (ii) information marked "confidential" or which is treated as such by the Group; (iii) information protected by data privacy law; (iv) and any trade secrets, know-how, proprietary information, research, product or service ideas, software codes, developments, processes, formulas, engineering designs, employee, user and vendor information, pricing methodologies, financial forecasts, budgets, market-share data, marketing and business plans, license and contract information, and other business information disclosed to me directly or indirectly, whether in writing, electronically, orally, or by observation. Confidential Information includes the confidential information of third parties, and does not include information which is or becomes readily available in the public domain, unless as a result of a breach of this Agreement or other wrongful act by me or others.

Group means Stripe and any and all entities related to Stripe.

b. Protection of Confidential Information

I agree that, during the Relationship and thereafter, I will not use or disclose any Confidential Information except: (i) in the proper course of performing my duties under the Relationship for the benefit of the Group; (ii) in

Mk

Initials _____



accordance with written authorization from the Group; or (iii) to the extent required by law or compelled by legal process. I will take all reasonable steps to prevent the unauthorized use or disclosure of Confidential Information. I will not make copies of Confidential Information, or remove it from Group premises or systems without authorization, and will immediately notify Stripe if I suspect or become aware that Confidential Information has been improperly used or disclosed by me or others. This Agreement does not prevent me from disclosing Confidential Information to a regulatory authority or law enforcement agency for the purpose of reporting a violation or making a complaint.

c. **Third Party Information**

My agreements in this Section 2 are for the benefit of the Group and any third party that has entrusted information to the Group in confidence. I agree to execute any additional confidentiality agreements as may be requested by Stripe from time to time.

d. **Return of Confidential Information**

At or before the conclusion of the Relationship, or at any other time reasonably requested by Stripe, I agree to return all Confidential Information in my possession or control to Stripe unless directed by Stripe to destroy or delete it instead.

e. **Other Rights**

This Agreement is intended to supplement, and not to supersede, any rights the Group may have in law or equity with respect to the protection of trade secrets or confidential or proprietary information.

3. **Intellectual Property**

a. **Definitions**

Inventions means discoveries, developments, concepts, designs, ideas, know how, processes, techniques, improvements, inventions, trade secrets, and/or original works of authorship, whether or not patentable, copyrighted, or copyrightable, or otherwise legally protectable anywhere in the world.

Company Inventions means any and all Inventions that I may solely or jointly author, make, discover, develop, conceive, or reduce to practice in the course of the Relationship, or otherwise using the Group's resources or time, or opportunity provided to me because of the Relationship.

Initial _____
Mk
Initials _____



Intellectual Property Rights means all existing and future rights which are capable of protection by copyright, patent, design rights, database rights, trademark, mask work rights, trade secrets, Moral Rights, and other intellectual property rights recognized by the laws of any jurisdiction or country.

Moral Rights include the right to be identified as the author/creator of the Invention, the right not to have any other person identified as the author/creator of the Invention, and the right not to have the Invention subjected to any derogatory treatment.

Developed means solely or jointly author, discover, make, conceive, work on in whole or in part (whether alone or with others), or reduce to practice.

b. My Prior Inventions

I have listed with particularity in **Exhibit A**, all Inventions that I Developed before the Effective Date or the commencement of the Relationship (whichever is earlier) that relate in any way to any of the Group's actual or demonstrably anticipated businesses, products, services, or research and development (**Retained Inventions**). If **Exhibit A** is left blank, I agree that there are no such Retained Inventions at the time of signing this Agreement. I acknowledge and represent that during the Relationship, I will not use or incorporate any Retained Invention or any Invention that is owned by any third party into any Company Invention without the prior written consent of Stripe. If, in performing my duties during the Relationship, I use or incorporate any Retained Invention into any Company Invention, I will promptly inform Stripe. Regardless of whether I inform that Company of such use or incorporation of any Retained Invention into any Company Invention, I hereby irrevocably grant to Stripe a nonexclusive, fully paid-up, royalty-free, assumable, perpetual, worldwide license, with right to transfer and to sublicense, to practice and exploit such Retained Invention and to copy, modify, make derivative works of, use, sell, and distribute the Retained Invention under all applicable intellectual property laws without restriction of any kind. To the extent that any third parties have rights in any such Retained Inventions, I represent and warrant that such third party or third parties have validly and irrevocably granted to me the right to grant the license stated above.

c. Record and Disclosure of Company Inventions

I agree to promptly make full written disclosure to Stripe of all Company Inventions. I agree to keep and maintain adequate written records of all Company Inventions. The records will be available to, and remain the sole property of, Stripe. I agree not to remove such records from Stripe's premises or IT systems. I agree to deliver all such records to Stripe at the time of termination of the Relationship and not retain any copies.

Initial
Mk
Initials _____



d. Ownership of Company Inventions

I agree that my remuneration compensates me for all Company Inventions, and Company Inventions shall be regarded as having been Developed during the course of Relationship to the greatest extent permitted by applicable law. I agree all Company Inventions, and the Intellectual Property Rights in Company Inventions, belong absolutely to Stripe and its assigns. To the extent that ownership of a Company Invention or related Intellectual Property Rights does not automatically vest with Stripe, I hereby assign irrevocably and in perpetuity to Stripe all my rights, title, and interest throughout the world on a royalty-free basis, or otherwise hold them in trust for the sole right and benefit of Stripe whilst that assignment is perfected and/or registration of rights is completed. I agree and undertake that notwithstanding the provisions of Section 19(4) and Section 30A of the Copyright Act, 1957, any assignment and license in so far as it relates to copyrightable material shall not lapse nor the rights assigned or licensed therein revert to me, even if the Group does not exercise the rights under the assignment or the license, as the case may be, within a period of one year from the date of assignment or the license. I further acknowledge and agree that I shall waive any right to and shall not raise any objection or claims with respect to the assignment or license, pursuant to Section 19A and Section 30A of the Copyright Act, 1957. In that regard, I will provide all necessary assistance, including without limitation, providing records of Company Inventions and executing further documents, to assist the Group to apply for, obtain, maintain, defend, or enforce the Intellectual Property Rights in the Company Inventions in any and all countries. I further agree that my obligation to execute or cause to be executed, when it is in my power to do so, any such instrument or papers will continue during and at all times after the end of the Relationship and until the expiration of the last such Intellectual Property Right to expire in any country of the world. I irrevocably grant a power of attorney to Stripe, and its duly authorized agents, to act on my behalf to execute and file documents and do all other lawfully permitted acts to complete the transfers and/or registrations contemplated by this clause. This power of attorney is coupled with an interest and shall not be affected by my subsequent incapacity.

e. Moral Rights

I agree to waive or otherwise not enforce any Moral Rights I may have in any Company Inventions and I consent to any act which may constitute an infringement of those Moral Rights.

4. Group IT Systems and Premises

I acknowledge and agree that I have no expectation of privacy with respect to the Group's IT systems (including, without limitation, files, email, instant messages and voice messages) and that my activity and any files or messages on any of those systems may be monitored at any time without further notice, to the extent permissible

Mk

Initials _____



under and in accordance with applicable local laws. I agree that any property situated on Group premises and owned by Stripe, including disks and other storage media, filing cabinets, desks, lockers or other work areas, may be inspected by Company personnel at any time with or without notice, subject to law.

5. **No Conflicts**

I will not disclose to the Group any confidential or non-public proprietary information or material belonging to any previous client, employer, or any other party, or use any Inventions in the course of the Relationship other than as permitted by the owner of that Inventions, such as pursuant to a valid license. I agree not to enter into any agreement that conflicts with the provisions of this Agreement.

6. **General Provisions**

a. **Interpretation**

Plurals include references to the singular form and vice versa. Context permitting, a reference to "Company" includes a reference to any other Group entity which I am subsequently employed by, seconded to, or provide services to during the Relationship.

b. **Governing Law**

The validity, interpretation, construction and performance of this Agreement shall be governed by the laws of Bangalore, Karnataka.

c. **Entire Agreement**

This Agreement sets forth the entire agreement and understanding between Stripe and me relating to its subject matter, superseding and replacing any prior such agreements. No amendment to this Agreement will be effective unless in writing signed by both parties. Any subsequent change or changes in my duties, obligations, rights or compensation will not affect the applicability, validity or scope of this Agreement.

d. **No Waiver**

The failure of a party to insist upon strict adherence to any term of this Agreement on any occasion shall not be considered a waiver of such party's rights or deprive such party of the right thereafter to insist upon strict adherence to that term or any other term of this Agreement.

Initial
Mk

Initials _____



e. **Severability**

If any provisions in this Agreement are deemed void or unenforceable to any extent in any context, such provisions shall nevertheless be enforced to the fullest extent allowed by law in that and other contexts, and the validity and force of the remainder of this Agreement shall not be affected.

f. **Group**

I acknowledge that Stripe, or a relevant Group entity, may take action to enforce this Agreement. For the avoidance of doubt, I acknowledge that Stripe shall be entitled to assign its rights and those of other Group entities in connection with this Agreement to any other Group entity, or any other entity, at any time without notice to me.

g. **Successors and Assigns**

This Agreement will be binding upon my heirs, executors, administrators and other legal representatives, and my successors and assigns, and is for the benefit of Stripe, its successors, and its assigns.

h. **Independent Legal Advice**

I acknowledge that, in executing this Agreement, I have had the opportunity to seek independent legal advice, and I have read and understand all of the terms and provisions of this Agreement. This Agreement shall not be construed against any party by reason of the drafting or preparation hereof.

i. **Survival of Clauses**

Rights and obligations under this Agreement shall continue in force after termination of this Agreement, including in respect of any Company Inventions and any Intellectual Property Rights in Company Inventions and will be binding on my representatives.

Initial
Mk
Initials _____



stripe

Executed as an AGREEMENT by Stripe Technology India Private Limited by its authorised signatory



Lisa Harris

November 18, 2025

Date

By the employee:

Signed by:



D111A6158FEF4E9...
Mmukul Khedekar

November 18, 2025

Date

Initial


Initials _____



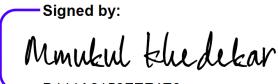
EXHIBIT A

LIST OF PRIOR INVENTIONS
AND ORIGINAL WORKS OF AUTHORSHIP
EXCLUDED UNDER SECTION 3(b)

<u>Title</u>	<u>Date</u>	Identifying Number or Brief Description
--------------	-------------	--

No inventions, improvements, or original works of authorship

Additional sheets attached

Signed by:
Signature of Employee 
D111A6158FEF4E9...

Print Name of Employee: Mmukul Khedekar

Date: November 18, 2025

Initial

Initials Mk

stripe

Initial
Mk
Initials _____