

DISCLAIMER STATEMENT

CGI collects the personal information of the members in the following pages as per the statutory requirements of law of land (India) and for internal / operational requirements at the time of joining. This information will be disclosed by CGI on a need-to-know basis for authorised members as per the statutory requirements and/or internal consumption.

CGI is committed to protect the personal information of our members with utmost integrity, confidentiality and legality.

For further details, please refer to CGI's Global Privacy and Data Protection Policy at www.cgi.com.

Signature
Sanjay Srinivasan

**For CGI Information Systems and Management
Consultants Pvt. Ltd.**



MANJUNATH NALLAPETA
DIRECTOR - HR

Bangalore

Date: December 19, 2022

NAME AS GIVEN IN CREDENTIALS

We have noticed that member's name is spelt differently in all their credentials submitted to HR. In lieu of this ambiguity you are requested to furnish your name as requested below.


This information will be used by HR to register your correct full name in all our official records.

Name as given in

10th Marks Sheet	:	Sanjay Srinivasan
12th Marks Sheet	:	Sanjay Srinivasan
Degree Certificate	:	Sanjay Srinivasan
Name as per Passport	:	Sanjay Srinivasan

Date : December 19, 2022

Signature
Sanjay Srinivasan

Personal Data				
Name	Mr. Sanjay Srinivasan			
First Name	Middle Name	Surname		
Sanjay		Srinivasan		
Permanent Address		Present Address		PSA ID
12, Karthick Avenue, off Thirumagal Nagar 2nd Street, , Selaiyur, Chennai, Tamil Nadu, India, 600073		12, Karthick Avenue, off Thirumagal Nagar 2nd Street, , Selaiyur, Chennai, Tamil Nadu, India, 600073		Date of Birth (DD/MMM/YYYY)
				September 17, 1996
				Place of Birth
Telephone No.		Telephone No.		Chennai
Mobile No.	+91-9789952354	Mobile No.	+91-9789952354	
Marital Status	Single	Date of Marriage		Nationality
				India
				Experience
				3.58 Yrs
				Education Qualification
PAN (Permanent Account Number)	IWVPS0196E	Blood Group	O +ve	Bachelor's / Graduation / Equivalent
				Father's Name
				Srinivasan Soundararajan

CGI	CGI Information Systems and Management Consultants Pvt. Ltd.
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Do you have any permanent disability? If yes please give details	No
Have you ever been interviewed by this company before? If yes please give details	No
Are you related to any past or present employee of this organization?	No

Languages Known other than English			
Indian Language	Can Speak	Can Read	Can Write
Tamil	Yes	Yes	Yes
Foreign Language	Can Speak	Can Read	Can Write

Education								
Qualification	Institution	Attended		University	Certificate/ Degree / Diploma Received	Areas of Specialization	Percentage/ CPI /Grade	Remarks
		From Month/Year	To Month/Year					
Bachelor's / Graduation / Equivalent	Not in List	10 September 2014	24 April 2018	Anna University		Other Technical	6.18	

Work Experience

Month & Year		Name of Employer & Nature of business of the firm	Designation	Role and Responsibility	Last Salary drawn (Rs. p.a)	Reason for Leaving
From	To					
10 May 2021		Other IT companies Product Based	Frontend Developer	Fullstack development and Machine Learning Deliveries	500,000	
03 June 2019	08 May 2021	Other IT companies Service Based	Software Engineer	Development using Oracle Service Cloud	270,000	Project Ramp Down

Do you hold a passport ? If yes, please give details

Yes

Name (as given in Passport)		Sanjay Srinivasan	
Passport Number		L7951241	
Date of Issue	Place of Issue	March 20, 2014	India
Valid up to		March 19, 2024	
Nationality Status		India	

Visa Details

Country	Valid From	Valid upto

CGI	CGI Information Systems and Management Consultants Pvt. Ltd.
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References		
Name	Designation	Company Name - Contact Number
Karthikeyan	IT	Datasee +91-9789766046
Bharath	Sr. Software Engineer	Spectrum7 Technologies Pvt +91-8610046197

Do you have any objections to our securing report from your present and past employer ?	No
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Extra Circular Activities (including any office held) Optional
Football,Cricket,Badmitton
Sports (Optional)
Football,Cricket,Badmitton
Hobbies (Optional)
Travel,Music
Membership of professional bodies
Other

Declaration

I declare that the information and facts stated here in above are true and correct to the best of my knowledge and belief.

I also understand that any misrepresentations of facts in this application is sufficient for dismissal.

Date : December 19, 2022

Signature
Sanjay Srinivasan

Personal Details & Nominations

FOR ESI / PF / GRATUITY / SUPERANNUATION / INSURANCE & OTHERS

Member Name	Sanjay Srinivasan	Date Of Birth	September 17, 1996
PSA ID		Designation	
Location	Chennai	Date	December 19, 2022

I wish to furnish my personal details and hereby declare the name's of the nominee (s) who will receive all payments in the event of any eventuality.

Permanent Address		Present Address	
12, Karthick Avenue, off Thirumagal Nagar 2nd Street, , Selaiyur, Chennai, Tamil Nadu, India, 600073		12, Karthick Avenue, off Thirumagal Nagar 2nd Street, , Selaiyur, Chennai, Tamil Nadu, India, 600073	
Telephone No. Mobile No.	+91-9789952354	Telephone No. Mobile No.	+91-9789952354
Personal Email Id	sanjaysrini11@gmail.com	Personal Email Id	sanjaysrini11@gmail.com

Person To Be Contacted In Emergency:		
Name	Relationship With You :	Telephone No. / Mobile No.
Sudha Srinivasan	Mother	+91-9840818881

Name of Nominees				
Name	Address	Relationship	Age	Proportion(%)
Srinivasan Soundararajan	12,karthick Avenue,Off Thirumagal Nagar 2Nd Street, Selaiyur,Ch-600073	Father	57	100

Date : December 19, 2022

Signature
Sanjay Srinivasan

Member Commitment To The Code Of Ethics And Business Conduct**Preamble**

Upon joining CGI, all members undertake, by signing this document, to observe the CGI Group Inc.'s Code of Ethics and Business Conduct as well as related policies and guidelines. The complete version of these documents is available on the enterprise portal. The main provisions of the Code are outlined below. As a member, you will renew annually your commitment to abide by the Code of Ethics and Business Conduct of CGI by signing the latest version of this "Member Commitment to the Code of Ethics and Business Conduct" document.

The Code of Ethics and Business Conduct was put together keeping in mind that CGI members must behave responsibly and in accordance with the company's core values. By preserving our personal integrity and the professional reputation of CGI, we will succeed in achieving the company's mission and vision. This "Member Commitment to the Code of Ethics and Business Conduct" is meant to give our members a broad and clear understanding of the conduct expected of them during their employment at CGI. When further guidance is required, please refer to the complete version of the Code or to your manager.

Member Commitment

I hereby commit to respect the company's Code of Ethics and Business Conduct, the main provisions of which are outlined below:

Confidentiality

I hereby acknowledge that the information and documentation related to CGI and its clients, to which I will have access in the execution of my duties at CGI, are of a confidential and important nature and belong to CGI or its clients, as the case may be. Consequently, I agree to:

1. Protect the confidential information related to CGI and its clients;
2. Never use for my personal benefit or for any other purposes, any confidential information or documentation related to CGI and its clients, without prior written consent from CGI and its clients;
3. Never publish or otherwise disclose the existence, source, content or substance of any confidential information or documentation to other CGI members, except on a need-to-know basis in the execution of their functions;
4. At the end of my employment, or upon request, hand over to my manager or to any CGI officer, any and all confidential information or documentation related to CGI and its clients then in my possession;
5. Not discuss or divulge any confidential CGI information that may affect the value of CGI shares or that could harm CGI;
6. Be bound by this confidentiality agreement, even after the end of my employment at CGI.

Intellectual Property

I assign to CGI all my rights in all work that I shall perform as part of my duties during the term of my employment at CGI and, I authorise CGI and its assignees to modify such work. I confirm that CGI is free to use this work as it so wishes and I agree to not use it in any way, nor to divulge, publish or otherwise disseminate it without having obtained the prior written consent of CGI. I will execute any document that may be useful or made necessary by CGI to confirm or complete this assignment of rights. In addition, I undertake to never use, reproduce or distribute, in whole or in part, other than in the exercise of my duties at CGI, the software used in the execution of my duties at CGI and at a client site.

Loyalty and avoidance of Conflict of Interests

I shall act at all times with diligence and loyalty towards my employer and in such a way as to safeguard my employer's interests. I agree to not place myself in a conflict of interest, that is, in a situation that would allow me to advance my personal interests, or those of a third party, at the expense of CGI. I agree to not act in a way or publicly hold a position that might harm the image or reputation of CGI. I shall take on no secondary employment without obtaining prior written consent from CGI, understanding that it may come into conflict with my position at CGI or prevent me from devoting the time and effort required to perform my duties.

Anti-bribery and Anti-corruption

I have read and understand the CGI anti-corruption and anti-bribery policies and guidelines in the Code of Ethics and Business Conduct. I understand and agree that I shall not violate or cause any violation of any anti-corruption or anti-bribery laws. I understand that under these laws, it is a serious criminal offense to participate, directly or indirectly (including through third parties acting on behalf of CGI), in

Date:December 19, 2022

Signature and Date Of Joining
Sanjay Srinivasan

Member Commitment To The Code Of Ethics And Business Conduct

any activity intended to influence any person to act, or not act, in a way that would be in violation of their lawful duty, or to secure any improper advantage to allow CGI to obtain, or retain, business. I hereby agree that I will not offer or pay, or cause any third party to offer or pay, any gift or consideration of any kind to any person as an inducement to obtain or retain business or as a reward for the improper performance of a function or activity.

Respect and Integrity

I shall demonstrate courtesy, honesty, civility and respect for other members of CGI, for its clients, and for its suppliers. I will refrain from any form of harassment or discrimination against any one because of race, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, record of offences, marital status, family status or disability.

Information Protection and Systems Infrastructures

I acknowledge that CGI has licensed the use of certain computer software programs for business purposes, and that CGI prohibits members from downloading or installing additional software (including "freeware" and "shareware") to CGI's IT resources (including laptops) without the express consent of CGI's Global Chief Information Officer ("CIC") team. I understand that doing so may infringe on the intellectual property rights of third parties and potentially expose CGI to significant legal liability. In the event additional software is required to enable me to meet my job responsibilities, I will ask CGI's Global CIO team to approve the installation of additional software in conformance with applicable licensing agreements. If I am uncertain about whether or not my use of CGI's IT resources meets these guidelines, I agree to ask CGI's Global CIO team for clarification.

Further more, I agree to respect the **CGI's Security and Acceptable Use Policy**, which I have read. I also agree to respect the policies related to the use of our clients' systems, services and technological infrastructures (including equipment, software and telecommunication facilities) and to protect the data that they contain.

CGI and Client Property and Assets

I agree to take all reasonable precautionary measures to prevent damage, loss, theft, abuse or unauthorized use and disposal of CGI and client property and assets that will be placed at my disposal. While working at a client's site, I shall comply with the client's practices and procedures and treat the client's facilities with respect. I also agree to immediately return to CGI, at the end of my employment, or upon request from my manager, all CGI property and assets then in my possession.

Competitors

I acknowledge that I have both an ethical and legal responsibility to portray the company's competitors fairly and accurately. I shall not use improper means for gathering information about CGI's competitors.

Third Party Agreements

I will ensure that the provisions of any agreements with third parties will be strictly observed. I understand that unauthorized disclosure or use of information or records associated with these third party agreements is prohibited.

Trading in CGI or Client securities

I will not use confidential information about CGI or a client company as a basis for trading in CGI or client company securities. I will respect the company policy entitled "Guidelines on Timely Disclosure of Material Information and Transactions in Securities of CGI by Insiders", available on the Enterprise Portal, which protects the company and its members, while ensuring compliance with all applicable securities legislations. Likewise, I will not provide to third parties any information that would give them an unfair advantage when trading in securities of the company or client companies. I will communicate immediately any information that may have a material impact on the company shares and which, to my knowledge, is not known to the management of CGI, to either the Executive Chairman of the Board, the Chief Executive Officer, the Corporate Secretary or the Chief Financial Officer, of CGI, without divulging it to anyone else. (As an indication only, an information is considered to be material if its impact represents 10% or more of the company's annual revenues).

Respect of the Code of Ethics and Business Conduct

I understand that the Code of Ethics and Business Conduct ("Code of Ethics") assures among other things the integrity of CGI's operating rules and internal controls, which are in keeping with our corporate governance quality practices. I commit to respect the CGI Code of Ethics at all times and to report to my manager any situation contravening the Code of Ethics.

In the event that I witness serious professional misconduct contravening the Code of Ethics, for which the nature could harm seriously the company, its shareholders and its members, I will inform the company in confidence and in a manner to assure my protection. In this regard, I could turn to CGI's alert hotline by phone (1-800-422-3076 - toll-free or 503-748-0564 reverse charge) or by Internet (www.cgi-en.ethicspoint.com).

I have read and understood the above contents.

Version 2.3 - Members Working Outside Of Canada - Revision 2013-04

Date: December 19, 2022

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Security and Acceptable Use Policy

Purpose

CGI is committed in protecting the assets of its clients, members and partners against loss, theft, abuse or unauthorized actions. This policy establishes standards for the use and protection of assets and resources in conjunction with the values fostered by CGI's culture of partnership, entrepreneurship and integrity. It is based on the principle that CGI provides users with access to assets and resources to support business purposes that serve the interest of the company and its clients in the course of normal operations while adhering to legal requirements and professional ethics.

Scope

This policy applies to all users of CGI and client assets and resources, including the following:

- CGI members (regular and temporary), Business Partners, Subcontractors, Suppliers, any other individual with access to CGI and client assets or resources.

For the purpose of this document, the above individuals will be collectively referred to as "users".

Clauses of this policy may only be tailored to comply with local legislations, without prejudice to the scope of this policy.

Responsibilities

Users are required to follow CGI policies and directives, taking all reasonable measures to protect CGI and client assets.

- All users must **comply with all aspects of this policy and all applicable client policies** and procedures.
- All users are responsible for completing the CGI **Security training** course.
- Users are expected to report any **suspicious activity**, in accordance with the "Reporting of Incidents section."
- Upon last working day, users are required to **return** to the proper authorities **all CGI and client assets or resources** provided to them during the duration of their employment or services.

Policy

CGI users are responsible for protecting and appropriately using all resources provided for CGI business purposes. Using assets and resources in a way that adversely impacts other users, clients or CGI itself is prohibited outside the scope of regular authorized duties.

Use of Company Resources

Acceptable Use

- Conduct research within the bounds of appropriate and ethical professional behavior.
- Upgrade professional development skills (training, e-learning, professional certification, and maintenance).
- Collaborate with work-related professional contacts and participate in discussion groups on subjects of professional interest.
- Conduct internal and client work-related business using common sense in terms of work related e-mails and internet research (e.g. ensure appropriate content when sending and responding to work-related emails).
- Use e-mails and Internet browsing in a manner that does not interfere with business activities, disrupt services, or incur additional costs to CGI.

Unacceptable Use

- Use CGI or Client assets for private or personal gain that causes damages to CGI or its clients.
- Make misrepresentative or fraudulent statements or claims when using CGI or clients assets.
- Access, view, create, promote, or distribute any material that does the following:
 - a) Is illegal, as defined by the laws of the jurisdiction within which it is accessed, viewed, created, or distributed;
 - b) Defames, libels, or promotes hatred or discrimination against any gender, ethnicity, race, religion, nationality, or social group;

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Security and Acceptable Use Policy

- c) Libels, abuses, embarrasses, or harasses other CGI users, management, clients, or partners;
- d) Adversely impacts CGI's relationships with clients and/or CGI's reputation, investor confidence, or stock trading value; and
- e) Contains any of the following: pornography, chain mail, racial or hate propaganda websites, unauthorised mass mailings, spam, malicious code, malware, or hacker/cracker tools.

- Modify IT assets or hardware components, or change the standard configuration of CGI systems or assets. Download or install third party software without proper authorization and review of licensing.
- Bypass or reduce any CGI, partner, or client security mechanisms.
- Conduct any form of intrusion, invasive techniques, network monitoring or scanning outside the scope of regular authorised duties.
- Cause security breaches, congestion, or disruption to CGI and/or client IT assets and/or network systems or sites.

Privacy:

Personal Information: Personal information must be treated as confidential information. Copying, sharing, or using a user's personal information must be approved by the affected individual. If you are in possession of personal information that does not concern your position, you are obligated to report it as a security incident.

User Privacy: Any information or data stored or transmitted through CGI assets and resources may be monitored, inspected, audited, collected, and removed at any time without their permission or prior notice. Notwithstanding the foregoing, where CGI tolerates or actively promotes private use of end user devices, local standards shall be established to address privacy matters.

Sensitive Information:

Who to share with: CGI or client sensitive information is prohibited to be shared with non-authorised individuals. Access to sensitive information must be granted to each user based on a need-to-know basis.

How to share: All sensitive information must be secured when being stored or sent as per CGI's Information Handling Standard. All client information is classified as confidential and users must ensure that all copying, use, verbal discussion, and sharing of client information complies with the CGI's Information Handling Standard, applicable laws / regulations, and client requirements. Where required by the client, information may only be accessed, discussed or used in client secured areas.

Social Networking:

Social and collaboration networking sites must be used with caution. Under no circumstances are users permitted to share any CGI internal, confidential or highly confidential information, or client information on external sites (e.g. social networking, blogs or personal e-mail). Sensitive and client information must not be published on internal sites such as CGI Intranet, that are accessible by a broad CGI audience, including individuals who are not authorized to view confidential information.

Printed Material: Printed material and faxes should be collected as quickly as possible to avoid exposure of sensitive data.

Documents containing sensitive information must be shredded or disposed of in a CGI approved disposal bin.

Copyright and Licensed Material:

Copyright Protected Material : Unauthorised use of copyrighted and licensed material including music, videos, books, magazines, software installations, and images is prohibited. Users are required to observe and protect intellectual property rights.

Electronic Messaging:

This section applies to all e-mails, instant messaging, text messaging, and social networking and should be treated in conjunction with the information provided in the "Sensitive Information" section.

Protecting CGI Information:

Suspicious e-mails must be reported to service desk before being opened. SPAM e-mails must be handled as per CGI's "E-mail spam & storm handling procedures".

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Security and Acceptable Use Policy

All e-mails being sent externally (to non-CGI individuals) must, at a minimum, contain the following notice:

Proprietary/confidential information belonging to CGI Group Inc. may be contained in this message. If you are not a recipient indicated or intended in this message (or responsible for delivery of this message to such person), or you think for any reason that this message may have been addressed to you in error, you may not use or copy or deliver this message to anyone else. In such case, you should destroy this message and are asked to notify the sender by reply email.

Personal E-mails:

Users are prohibited from sending e-mails containing CGI or client information to or from a personal e-mail account

Auto-forwarding:

Auto-forwarding from a CGI e-mail account to any external e-mail account (including client) is forbidden.

Representing CGI:

Users participating in public or third party social networking sites and forums should not claim to represent CGI or discuss CGI projects, partners or clients, unless otherwise authorized.

Computer Use:

Access: CGI and clients assets and resources are to be accessed by authorised users only

Passwords: Passwords are required when accessing a CGI computer account to protect CGI and client information. Passwords must be changed on a regular basis and adhere to CGI password standards. Passwords cannot be shared or used by any other individuals.

Protection: CGI computers must have activated anti-virus and PC firewall protection that is regularly updated. CGI laptop computers must be encrypted. Home computers used to access the CGI network must have up-to-date anti-virus and operating system firewall protection installed and active (standards on the use of home computers vary by business unit. Users must verify with their local BU US IT manager).

Connecting to CGI Network:

- Do not install an unauthorised wireless connection in CGI or client facilities.
- When working remotely (at home, in an airport, in a hotel, etc.), users must use a CGI secure authorised remote connection to connect to CGI.
- User's computers must not be simultaneously connected to the CGI wired network and a wireless network. WIFI should be turned off at all times, unless needed.
- All users working externally who do not visit a CGI office regularly must connect to the CGI network once a month through the CGI authorised remote access solution.

Installing Software:

- When installing upgrades, shareware, freeware, or trial software, users must validate the cost and obtain proper written approval from the Global Chief Information Officer ("CIO") team. License agreements must be carefully read and understood prior to accepting and proceeding with installation.
- Installing or distributing pirated software is unauthorised, including using or purchasing a single user license and loading it on multiple CGI owned or client managed computers.

Transferring Data Externally:

- Transferring data outside of CGI computing environments must be avoided unless supported by a valid business reason. Regardless, users must be aware of the requirements for copying, transmitting, and storing information, (outlined in CGI's information Handling Standard), when considering how data may be transferred outside of CGI. This is especially important when a user considers accessing, copying, or storing sensitive information on a non-CGI PC or device (including home and client provided computers, portable storage media or mobile devices).

Handheld device Security Standard:

Authorised Phones: Only CGI certified smartphones and tablets that meet the necessary security standards are authorised to connect to the CGI e-mail system or network. This list of certified devices is available on CGI portal.

Protecting Information:

- Delete and minimize any sensitive information contained on handheld devices/tablets that connect to the CGI network. This is necessary in order to reduce the risk of information leakage. Passwords alone do not protect information.
- Delete any e-mails, apps, data, or information that is no longer used or necessary.
- Hacking unlocking (i.e. jailbreaking) mobile devices or the use of any unofficial unauthorized software on devices is strictly prohibited.

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Security and Acceptable Use Policy

System Updates : Regularly ensure that system updates and patches are applied to devices.

Loss or Theft: In the case of loss or theft, refer to the "Reporting of Incidents" section. Do not contact your carrier until you receive confirmation of remote device wiping from the CGI security incident team.

Physical Security:

ID Badges: CGI badges and visitor badges are to be worn visible at all times. They must never be shared.

Visitors: Visitors need to be accompanied by a member at all times. CGI wants to ensure that the people in its buildings are accessing only areas to which they are entitled. Be conscious of "Tailgating" i.e. when a person follows an individual into a restricted area without his or her consent.

Clear Desk: When leaving a work desk or work space unattended, users must ensure that their portable computers and handheld devices are physically secured. Enable a password protected screensaver when a personal computer is left unattended for more than 30 minutes. All CGI and client material and documents, including cellphones, keys, USBs, and other valuables are stored in a locked drawer, and all whiteboards are erased to achieve a "clear desk".

Security Clearance:

Background Checks: Periodic background checks of a user may be necessary in order to meet client requirements. This procedure is standard within the technology industry. Users are required to support CGI in this business requirement.

Reporting an Incident:

Immediately contact the Service Desk should you experience or witness any suspicious activity or security incidents (e.g. loss or theft of an IT asset, suspected virus).

Sanctions: Any violation of this policy may result in administrative and/or disciplinary action by CGI. These sanctions will be applied based on local legislation.

Exception Management: All exceptions to this policy must comply with the formal Enterprise Security Exception Management Process as established by the Enterprise Security Office.

An *Enterprise Security Exception Request Form* is available on CGI Intranet; go to info.ent.cginet, select **About** tab, then **Global functions**, then **Enterprise security** and then **Forms and procedures**. This form must be filled and sent to security.ent@cgi.com.

Policy Owner: Executive Vice-President, Corporate Performance

Effective Date: The effective date of this policy is: December 1st, 2013.

Approving Authority: CGI Executive Committee

Revision History: The Policy replaces the CGI Security and Acceptable Use Policy, Version 1.0, dated 2012-08-01.

Version	Date	Author	Description
1.0	2012/08/01	Enterprise Security	Initial Version V1.0 - replace IS-IT Use Policy V2.2
2.0	12/1/2013	Enterprise Security	Logica Integration adjustments. Change E-USD for Service Desk

Questions and Comments: We invite you to send any questions, comments or suggestions regarding the content of this policy to security.ent@cgi.com.

I have read and understood the above contents.

Date: December 19, 2022

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EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT made on **December 19, 2022** between CGI Information Systems and Management Consultants Pvt. Ltd., having its registered office at e.city, Tower 2, No. 95/1 & 95/2, Electronic City Phase I (West), Bangalore - 560 100, India and its affiliated entities, including but not limited to CGI, Montreal, Canada. (hereinafter collectively referred to as "CGI"), and **Sanjay Srinivasan** residing at **12, Karthick Avenue, off Thirumagal Nagar 2nd Street, , Selaiyur, Chennai, Tamil Nadu, India, 600073** (hereinafter referred to as "MEMBER"),

WITNESSETH:

WHEREAS, CGI is engaged in the business of providing computing services to customers worldwide and has invested substantially in the development of computer techniques, programs, services, systems and other confidential property, information and trade secrets, and inventions, discoveries, improvements or developments (hereinafter called "inventions"), and

WHEREAS, CGI enters into contracts with its customers and must ensure that customer programs, data and information remain confidential; and

WHEREAS, the MEMBER in the course of his or her employment has access to old/new computer hardware, to new inventions, and to new and specialized techniques, programs, services, systems and other confidential property, information, and trade secrets of CGI and the customers of CGI; and

WHEREAS, the MEMBER acknowledges that it is essential to the conduct of CGI's business and to the protection of the investment of its shareholders that all information acquired in the course of his or her work with CGI be kept confidential and treated as secret; and

WHEREAS, CGI must and will incur significant expenses to employ the MEMBER including but not limited to expenses connected with (i) providing the MEMBER with specialized training, (ii) acquiring proper work visas for assignment abroad and (iii) transporting the MEMBER and his or her dependants from India to destinations abroad; and

WHEREAS, CGI desires to protect and preserve its trade secrets and confidential business information; and

WHEREAS, the MEMBER desires to enter the employment of, and to maintain his or her employment with CGI after accepting the above factual situation and upon terms and conditions set out hereunder.

NOW, THEREFORE, in consideration of the mutual promises set forth herein, CGI and the MEMBER hereby agrees as follows:

1. EMPLOYMENT:

CGI hereby employs the member, and the member hereby accepts employment, upon the terms and conditions set forth in this Employment Agreement.

2. TERM:

Subject to the provisions of termination as hereinafter provided, the term of this Employment Agreement shall begin on the first day of that the member reports to work at CGI's work location and continue until terminated by either party in accordance with Paragraph 6 hereof.

3. COMPENSATION:

During the term of this Employment Agreement, CGI shall compensate the member as specified in the accompanying Letter of Employment for any and all services of every nature rendered and to be rendered by the member in connection with this employment. The stated salary may be increased from time to time at the sole discretion of CGI without amendment to this Agreement.

4. DUTIES:

The member shall have such duties as specified in the Letter of Employment and other duties as may from time to time be assigned by the Board of Directors or by a person or persons authorised for this purpose on their behalf.

5. EXTENT OF SERVICES:

The member shall devote his or her entire working time, energy and attention exclusively to his or her duties in connection with CGI and shall not take up employment full time or part time in any other organization while in employment with CGI.

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EMPLOYMENT AGREEMENT

6. TERMINATION OF MEMBER:

(i) CGI may without assigning any cause, terminate the member's employment under this Employment Agreement upon written notice to the member, such notice to be effective sixty days from date of postage by registered post or upon giving two month's salary in lieu of notice.

(ii) The member may terminate his or her employment under the Agreement upon written notice to CGI, such notice to be effective sixty days after receipt thereof by CGI, CGI may, however, at its sole discretion, permit such member to leave service earlier. It is further made clear and the member specifically agrees hereby that if the member tenders his or her resignation to be effective from a future date, CGI may, without further consultation with the member, accept the said resignation with immediate effect from a future date, CGI may, without further consultation with the member, accept the said resignation with immediate effect or with effect from any date prior to the date specified by the concerned member in his or her aforesaid letter of resignation.

7. TRADE SECRETS AND CONFIDENTIAL BUSINESS INFORMATION:

The member shall not, whether while employed by CGI or otherwise, disclose or use for the benefit of himself or herself or any other person, partnership, firm, corporation, association, or other legal entity, any of the trade secrets or confidential business information of CGI. For the purpose of this agreement, "Trade Secrets" of CGI shall include, and shall not be limited to, any and all proprietary and technical information of CGI in the nature of computer techniques, programs, services, systems, inventions and the like employed by CGI and/or its affiliates in India or abroad in the development and operations of its computer services.

For the purpose of this agreement, "Confidential Business Information" of CGI includes any information other than trade secrets that is i) of any value or significance to CGI and ii) not generally known to competitors of CGI nor intended by CGI for general dissemination, including but not limited to, lists of CGI's current or potential customers, prospective leads, or target accounts, the identity of various suppliers of products or services, pricing schedules, computer programming needs of its customers, information as to the profitability of specific accounts and information about CGI itself and its Executives, Officers, Directors and Members.

8. RESTRICTIVE COVENANTS:

During his or her employment with CGI and for a period of one (1) year immediately following termination of such employment, whether by termination of this employment agreement by CGI or for any other reasons whatsoever, member shall not:

(i) Own or operate in India a business offering software services in competition with the business of CGI, as such business now exists or as it may exist at the time of termination, ("The Restrictive Covenants"); this restrictive covenants specifically includes as prohibited businesses, but it is not limited to (i) furnishing computer programming services, (ii) developing computer programmes, processes, or techniques and (iii) offering offshore software development services from India.

(ii) Either as an individual on his or her own account or as a Partner, Member, Agent, Contractor, Director or Shareholder.

(a) Solicit employment of or advise any CGI member or any independent contractor who provides services to or through CGI to terminate his or her contract or relationship with CGI or to accept any contract (directly or indirectly) or other arrangements for providing services to any other person or organization; or

(b) Contact any of their existing or prospective customers of CGI or its parent company to entice such customers away from CGI or to in any way damage the business relationship with CGI or its parent company.

9. CGI PROPERTY-MEMBER DUTY TO RETURN:

CGI properties and assets including but not limited to, CGI products, customer correspondence, internal memoranda, photocopies of products and design, sales brochures, price lists, customer lists, sales literatures, note books, computer training materials, text books and all other like information or products, including all copies, duplication, replication, and derivatives or such information or products, now in the possession of member or acquired by member at any time after signing this agreement and while in employment of CGI, shall be exclusive property of CGI and shall be returned to CGI no later than the final date of his or her employment with CGI.

It is further agreed and understood that until such time as all such property is not returned as above mentioned, CGI shall be entitled to withhold any salary, emoluments or other dues of member then or in future payable to the member, and may further at its discretion, deduct there from the full value of the said property or properties calculated at its then replacement price. This is always without prejudice to CGI's rights in Law to take such other legal action against such defaulting member as is applicable to its right to recover the full amount of the replacement price if the dues then payable to the member are not sufficient to cover fully the said replacement price.

Date: December 19, 2022

Signature and Date Of Joining
Sanjay Srinivasan

EMPLOYMENT AGREEMENT

10. INVENTIONS, IDEAS, PROCESSES AND DESIGNS:

All inventions, ideas, programs, softwares and designs (including all improvements) (i) conceived (whether or not actually conceived during regular business hours) or made by the member during the course of his or her employment with CGI and (ii) related to the business of CGI shall be disclosed in writing promptly to CGI and shall be the sole and exclusive property of CGI. The member shall cooperate with CGI and its attorneys in the preparation of patent and copyright applications for such developments and shall promptly assign all such inventions, ideas, processes, and designs to CGI. The decision to file for patent or copyright protection or to maintain such development as a trade secret shall be in the sole discretion of CGI and the member shall be bound by such decision. The member shall provide on the back of this Employment Agreement a complete list of all inventions, ideas, processes and designs if any patented or unpatented, copyrighted or uncopyrighted including a brief description which he or she made or conceived prior to his or her employment with CGI and which therefore are excluded from the scope of this Agreement.

11. TRANSFER TO AFFILIATES:

The member may be transferred to any of the Company's Offices and/or those of its affiliates in India or in other countries. It is expressly clarified that such transfer can be made by CGI to not only such of its own offices and/or affiliates' Offices which exist at the date hereof but also such of them as may come into existence subsequently during the subsistence of this Employment Agreement. During this period of transfer, he or she will be regarded as a member of CGI, even though during this period, he or she may be required to take his or her orders/instructions from the Transferee Office. However, in lieu of salary and all other benefits in India any member who is transferred out of India will be paid a compensation as applicable in that country and will be advised in writing at the time of transfer.

The member agrees that he or she on transfer to the Company's affiliates' in other countries will sign a similar agreement in force in that company.

The member expressly agrees that he or she has reviewed a copy of the Employment Agreement of CGI and agrees to sign this agreement when called upon to do so.

12. CONSIDERATION:

The member expressly acknowledges and agrees that the execution by CGI of this Employment Agreement constitutes full adequate and sufficient consideration to the member from CGI for the duties and obligations of the member under this Agreement. CGI expressly acknowledges and agrees similarly with respect to the consideration received by it from the member under this Agreement

13. WAIVER:

Any waiver by CGI of a breach or threatened breach of this Employment Agreement by the member shall not be construed as a waiver of any subsequent breach by the member.

14. INDEBTEDNESS:

If during the course of the member's employment under this Employment Agreement, the member becomes indebted to CGI for any reason, CGI may if it so elects, set off any sum due to CGI from the member and collect from the member any remaining balance.

15. NOTICES:

Except as provided in Clause 6 (i) above any and all notices which shall be given pursuant to this Employment Agreement shall be in writing and shall be either actually delivered or sent by registered and/or certified mail return receipt requested and shall be addressed to the signatories at the address shown on the signature page of this Agreement or at any subsequent address provided by the member in writing to notify the change in his or her address and acknowledged by the Company.

16. REMEDIES:

If legal proceedings should have to be brought by CGI against the member to enforce any of the provisions in this Agreement the member recognizes, acknowledges and agrees that CGI shall be entitled to all civil remedies including without limitation

- a) Preliminary and permanent injunctive relief restraining the member as applicable;
- b) Liquidated damages including attorney's fees;
- c) Exemplary damages;
- d) Costs and expenses of investigation, litigation and arbitration

Date: December 19, 2022

Signature and Date Of Joining
Sanjay Srinivasan

EMPLOYMENT AGREEMENT

Nothing in this agreement shall be construed as prohibiting CGI from pursuing any other legal or equitable remedies available to it for breach of this Agreement.

17. SERVICE OF LEGAL PROCESS:

If either CGI or the member institutes legal proceedings service by registered mail of the correspondence relating to the legal proceedings to the other party's address shown in the preamble to this Agreement or to any subsequent address provided by such party in accordance with Paragraph 15 hereof, to notify the change in his or her or its address shall be deemed as sufficient service.

18. ARBITRATION:

All controversies, claims, disputes and matters in question arising out of or related to this Employment Agreement or the breach of this Agreement or the relations between the signatories to this Agreement shall be decided by arbitration in accordance with the provisions of the law as applicable.

19. JURISDICTION:

The jurisdictional court for any claim, suit or proceedings arising out of this agreement shall be at Bangalore.

20. ACKNOWLEDGEMENTS:

The member hereby acknowledges that he or she has been provided with a copy of this Employment Agreement for review prior to signing it that he or she has been given the opportunity to have this Agreement reviewed by his or her own attorney prior to signing it that he or she understands the purposes and effects of this Agreement and that he or she has been given a signed copy of this Agreement for his or her own records.

21. MISCELLANEOUS:

(i) Entire Agreement: This Employment Agreement and the Letter of Employment dated the date hereof constitute the entire agreement between the signatories pertaining to the subject matter of hereof and supercede all negotiations, preliminary agreements, and all prior and contemporaneous discussions and understandings of the signatories in connection with the subject matter hereof.

(ii) Amendments: No change, modification or termination of any of the terms, provisions, or conditions of the Employment Agreement shall be effective unless made in writing and signed or initialled by all signatories to this Agreement.

(iii) Governing Law: This Employment Agreement shall be governed and construed in accordance with the Laws of India.

(iv) Severability: If any paragraph, sub-paragraph, or provisions of this Employment Agreement, or the application of such paragraph, sub-paragraph or provisions is held invalid by a court of competent jurisdiction, the remainder of this agreement, and the application of such paragraph, sub-paragraph or provisions to persons or circumstances other than those with respect to which it is held invalid, shall not be affected.

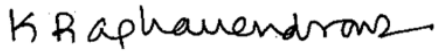
The member agrees that he or she will also abide by all other "Rules and Regulations" of the Company.

The refusal or failure of CGI to enforce this Agreement in other countries shall not constitute a defense against enforcement of this Employment Agreement in India. In such an event this Agreement shall be enforced in accordance with Indian law.

The singular shall include the plural and the masculine shall include the feminine wherever applicable.

I have read and understood the above contents.

IN WITNESS WHEREOF, the signatories have executed this Agreement the day and year first above written.

WITNESS 1:

Raghavendran K

WITNESS 2:

Thara M

**CGI Information Systems and Management
Consultants Pvt. Ltd.,**



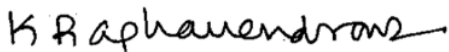
**Authorized Signatory
(MANJUNATH NALLAPETA -DIRECTOR - HR)**

Date:December 19, 2022

**Signature and Date Of Joining
Sanjay Srinivasan**

ADDENDUM EMPLOYMENT AGREEMENT**Processing of Personal Data :**

In order to comply with its contractual, statutory, and management obligations and responsibilities, CGI will be required to collect and process the Member's personal data, including 'sensitive' personal data or information (hereinafter referred to as "Personal Data"). All such data or information will be processed in accordance with the provisions of applicable laws including, but not limited to, the Information Technology Act, 2000, the Information Technology (Amendment) Act, 2008 and the Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011 (collectively referred as "Data Protection Laws"). In order to fulfill such obligations and responsibilities, CGI may, from time to time, be required to share the Member's Personal Data with its group companies and other third party data processors like benefits providers, payroll providers, third party software vendors/service providers of webhosted services, insurance companies, banks or other financial institutions, training providers, etc. ("Intended Recipient(s)"). In such cases, the Intended Recipient(s) will be required to process the Personal Data in accordance with the provisions of the Data Protection Laws. By executing this Employment Agreement, the Member has consented to CGI (or any Intended Recipient(s) thereof) collecting and processing the Member's Personal Data in accordance with the terms and conditions contained herein.

WITNESS 1:

Raghavendran K**WITNESS 2:**

Thara M**CGI Information Systems and Management
Consultants Pvt. Ltd.,**

**Authorized Signatory
(MANJUNATH NALLAPETA -DIRECTOR - HR)****Signature :****Name :Sanjay Srinivasan****Date of Joining:**

CGI	CGI Information Systems and Management Consultants Pvt. Ltd.
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Payment of Gratuity (Central) Rules 1972
FORM 'F' [See sub-rule (1) of rule 6]
NOMINATION
CGI Information Systems and Management, Consultants Private Limited, Bangalore

1. Shri/smt./Kumari **SANJAY SRINIVASAN** whose particulars are given in the statement below, hereby nominate the person(s) mentioned below to receive the gratuity payable after my death as also the gratuity standing to my credit in the event of my death before the amount has become payable, or having become payable has not been paid and direct that the said amount of gratuity shall be paid in proportion indicated against the name(s) of the nominee(s).

2. I hereby certify that the person(s) mentioned is a/are members of my family within the meaning of clause (h) of section 2 of the Payment of gratuity Act, 1972.

3. I hereby declare that i have no family within the meaning of clause (h) of section 2 of the said act.

4. (a) My father/mother/parent is/are not dependent on me.
(b) My husband's father/mother/parents is/are not dependent on my husband.

5. I have excluded my husband from my family by a notice dated the _____ to the Controlling Authority in terms of the proviso to clause (h) of Section 2 of the said Act.

6. Nomination made herein invalidates my previous nomination.

NOMINEE(S)

Sl. No	Name in full with full address of nominee(s)	Relationship with the employee	Age of Nominee	Proportion by which the gratuity will be shared
1	Srinivasan Soundararajan- 12,karthick Avenue,Off Thirumagal Nagar 2Nd Street, Selaiyur,Ch-600073	Father	57	100

STATEMENT

1. Name of employee in full : SANJAY SRINIVASAN
 2. Sex : Male
 3. Religion : Chennai
 4. Whether unmarried/married/widow/widower : Single
 5. Department/Branch/Section where employed : _____
 6. Post held with Ticket or Serial No., if any : _____
 7. Date of appointment : 16 February 2023
 8. Permanent Address : 12, Karthick Avenue off Thirumagal Nagar 2nd Street Selaiyur Chennai
Tamil Nadu 600073 India

Village : _____

Thana: _____

Sub-division: _____

Post office: _____

District : _____

State: _____

Place : Chennai

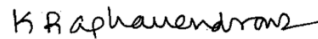

Date : 16 February 2023

Signature

Sanjay Srinivasan

DECLARATION BY WITNESSES

Nomination signed/thumb impressed before me.

Name & Address of Witnesses	Signature of Witnesses
Raghavendran K CGI-Bangalore	
Thara.M CGI-Bangalore	

CERTIFICATE BY THE EMPLOYER

Certified that the particulars of the above nomination have been verified and recorded in this establishment.

Employer's reference No., if any.

Empl.No. : _____

Date : December 19, 2022

Manjunath Nallapeta

Signature of the employer/Officer Authorised

Designation: DIRECTTOR-HR

CGI Information Systems and Management Consultants Private Limited
e-City Tower 2, No.95/1 & 2, E-City Phase 1 West, Bangalore - 560100

ACKNOWLEDGEMENT BY THE MEMBER

Received the duplicate copy of nomination in Form 'F' filed by me and duly certified by the employer.

Note : Strike out the words/paragraphs not applicable.

Date : December 19, 2022

Signature

Sanjay Srinivasan

FORM 25 OF NOMINATIONFORM No . 25(SEE RULE 126)
K. F. R 1969**CGI Information Systems and Management Consultants Pvt. Ltd.**

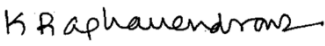

e.city, Tower 2, No.95/1 & 95/2

Electronic City Phase I (West)

Bangalore – 560 100.

I hereby declare that in the event, of my death before resuming work the balance of my pay due for the period of leave with wages not availed of shall be paid as per the following :

Sl. No	Name in full with full address of nominee(s)	Relationship with the employee	Age of Nominee	Proportion by which the gratuity will be shared
1	Srinivasan Soundararajan, 12,karthick Avenue,Off Thirumagal Nagar 2Nd Street, Selayur,Ch-600073	Father	57	100

Witness 1	Witness 2
	
Raghavendran K	Thara M

Date: December 19, 2022**Signature:**

Sanjay Srinivasan

**NOMINATION AND DECLARATION FORM
FOR UNEXEMPTED / EXEMPTED ESTABLISHMENTS
Declaration and Nomination Forms under the Employees' Provident Fund
and Employees' Pension Scheme.
(Paragraph 33 & 61 (1) of the employee's Provident Funds Scheme, 1952 &
paragraph 18 of the Employee's Pension Scheme, 1995)**

1. Name **SANJAY SRINIVASAN** Srinivasan Soundararajan **SRINIVASAN**
(IN BLOCK LETTERS) FATHER'S/ HUSBAND'S NAME SURNAME

2. Date of Birth **September 17, 1996** **3. PF Account No**

4. Sex (Male/Female): **Male** **5. Marital Status** **Single**

6. Nationality: **India** **7. E-Mail ID:** **sanjaysrini11@gmail.com**

8. Present Address:	9. Permanent Address:
12, Karthick Avenue, off Thirumagal Nagar 2nd Street, , Selaiyur, Chennai, Tamil Nadu, India, 600073	12, Karthick Avenue, off Thirumagal Nagar 2nd Street, , Selaiyur, Chennai, Tamil Nadu, India, 600073

PART - A (EPF)

I hereby nominate the person(s) / cancel the nomination made by me previously and nominate the person(s) mentioned below to receive the amount standing to my credit in the Employee's Provident Fund, in the event of my death.

Name & Address of Nominee (s)	Nominees relationship with the member	Date of Birth	Total amount of share of accumulations in Provident Fund to be paid to each nominee	If the nominee is a minor, name, relationship & address of the guardian who may receive the amount during the minority of the nominee
(1)	(2)	(3)	(4)	(5)
Srinivasan Soundararajan , 12,karthick Avenue,Off Thirumagal Nagar 2Nd Street, Selaiyur,Ch-600073	Father	13 June 1965	100	Srinivasan Soundararajan Father 12,karthick Avenue,Off Thirumagal Nagar 2Nd Street, Selaiyur,Ch-600073

1.* Certified that I have no family as defined in para 2 (g) of the Employee's Provident Fund Scheme. 1952 and should I acquire a family hereafter the above nomination should be deemed as cancelled.

2.* Certified that my father / mother is / are dependent upon me.

*** Strike out whichever is not applicable**

.....
Signature and thumb impression of the subscriber

PART - B (EPS)

(PARA 18)

I hereby furnish below particular of the members of the family who would be eligible to receive widow / children Pension in the event of my death.

Name and Address of the family member			
Sr.No	Name and Address of the Family member/s	Date of Birth	Relationship with member
(1)	(2)	(3)	(4)
	Srinivasan Soundararajan 12,karthick Avenue,Off Thirumagal Nagar 2Nd Street, Selaiyur,Ch-600073	13 June 1965	Father

**** Certified that I have no family as defined in para 2 (vii) of the Employee's Pension scheme, 1995 and should I acquire a family hereafter I shall furnish particulars thereon in the above form.**

I hereby nominate the following person for receiving the monthly widow pension (admissible under para 16.2(a)(i) & (ii) in the event of my death without leaving any eligible family member for receiving pension).

Sr.No	NAME & ADDRESS OF THE NOMINEE	DATE OF BIRTH	RELATIONSHIP WITH MEMBER
(1)	(2)	(3)	(4)
1	Srinivasan Soundararajan 12,karthick Avenue,Off Thirumagal Nagar 2Nd Street, Selaiyur,Ch-600073	13 June 1965	Father

Date: December 19, 2022

*** Strike out whichever is not applicable**

.....
Signature and thumb impression of the subscriber

CERTIFICATE BY EMPLOYER

Certified that the above declaration and nomination has been signed/thumb impressed before me by Shri / Smt / Miss SANJAY SRINIVASAN employed in my establishment after he/she has read the entry / entries have been read over to him / her by me and got confirmed by him/her.

Place : Chennai

Date :December 19, 2022

FOR

Authorized Signatory

Name and address of the factory /
Establishment or Rubber Stamp thereof