

Ref: 1054352 /2415032/Permt/Rev-1

Date: 30-Sep-2025

Mr. Saptarshi Ganguli
A306, Majestique Memories
Pune (MAH) - 411060
Phone No: 9632418753

Subject - Offer of Appointment

Dear Mr. Saptarshi Ganguli,

Our earlier Offer Letter No: 1054352/2415032/permt dated 27-Aug-2025 may please be treated as cancelled/withdrawn.

It is our pleasure to welcome you to Tech Mahindra Limited!

1. We are delighted to offer you the position of **Sr. Software Engineer** on **U3** band, operating out of our **BENGALURU** office.
2. The term of your employment shall commence with effect from **30-Sep-2025**.
3. Your current work location will be **BENGALURU** at the offices of Tech Mahindra (hereinafter also called the Company) or its clients, based on business needs and exigencies. With prior written notice, the Company may modify and transfer your place of work (temporarily or permanently) to any other location / country as per business requirements.
4. Though you have been engaged for a specific position, The Company reserves the right to send you on training/deputation/secondment/transfer/assignments to sister companies, associate companies, clients' locations or third parties whether in India or abroad. In such case, the terms and conditions of service applicable to the new assignment will govern you.
5. You shall, only at the request of the Company / customer, enter into a direct agreement or undertaking with any customer to whom you may be assigned/seconded/deputed accepting restrictions as such customer may reasonably require for the protection of its legitimate interests.
6. You are required to submit all documents detailed in Annexure B within **7 Working Days** for undertaking the Background Verification. You understand & acknowledge that your failure to submit the documents within the aforementioned timelines shall entitle the Company to withdraw the offer letter without any liability or obligation. You also understand and agree that the decision of revocation of offer letter on this account shall be final & binding.
7. You authorize the Company or any external agency through Tech Mahindra Limited to verify the documents mentioned in Annexure B including but not limited to your educational, employment antecedents, your conduct and any other background verification as the Company may deem necessary, prior to your joining the Company or

Saptarshi Ganguli



thereafter. Please note that this Offer and subsequent employment is subject to satisfactory clearance of background verification either at the time of reporting/joining or thereafter depending upon our receipt of the background verification report from the agency. In case your background verification report reveals any adverse information or is otherwise unsatisfactory, whether prior to or subsequent to your joining the Company shall, in its absolute discretion, withdraw/revoke this Offer or forthwith terminate your employment (as the case may be) with immediate effect, without any notice or compensation whatsoever, by giving you a written notice thereof. You expressly acknowledge and agree that the Company shall incur no liability or obligation of any nature arising out of such revocation of offer letter or termination and any decision concerning the same shall be final and binding.

8. Additionally, you confirm that all information, declarations, and representations made by you, whether written or oral, during the course of the selection process are true, complete, and accurate to the best of your knowledge and belief. In the event that any statement or representation is found to be false, misleading, incomplete, or otherwise incorrect at any stage—whether prior to or after commencement of employment—the Company shall be entitled to summarily withdraw this offer or terminate your employment, as applicable, without notice, compensation, or any liability whatsoever and any decision concerning the same shall be final and binding.
9. Your Annual Compensation will be **INR 2000000 (INR Twenty Lakh)**, which will be paid to you monthly and will be subject to applicable taxes and statutory deductions. In addition to the salary that may be due to you, you will also be entitled to other employee benefit plans (if any) maintained by the Company, subject to eligibility requirements of such plans. Please refer to Annexure-A for details on the compensation and applicable benefits. Your remuneration package is strictly confidential and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
10. The Company shall make necessary statutory deductions from your gross salary and pay on your behalf to the concerned authorities. These deductions will be carried out by the Company in accordance with the applicable laws, details of which will be provided to you. In instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. Upon request of the Company, you shall provide documents/proof of such payments. Income Tax will be deducted at source wherever applicable as per the provisions of the applicable Income Tax Act, and the rules are framed thereunder or any subsequent modification or substitution thereof. You are solely responsible for declarations and implications arising under the Income Tax regulations as applicable. You agree to promptly declare your correct income to the Tax Authorities and pay applicable tax thereupon. Any false declarations in respect of financial disclosures shall be a cause for disciplinary action including termination as per Company's policy.
11. Gratuity, if applicable, shall be paid as per the applicable 'Payment of Gratuity Act'. Your eligibility to gratuity and amount payable (if any) shall be calculated at the time of termination of your employment with the Company.
12. **Hours of Work, Leaves and Holidays:**
 - a. You will observe the working hours and holidays as followed by the department and location to which you are assigned.

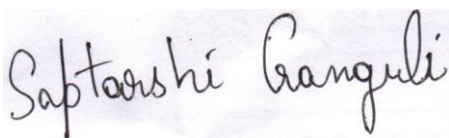
- b. You may be required to work in shifts (including night shifts) as and when required in the project you are assigned. These details will be intimated to you at the time of onboarding you on the project and are subject to change in accordance with the law.
- c. You shall be present in the office during normal working hours as specified in the policies or during hours expressly designated for you in writing.
- d. While working from home (if applicable) you would comply with the Company's Work from Home (WFH) Policies as formulated. You would ensure that you comply with the office timings and would maintain the confidentiality of the documents / materials / proprietary information belonging to the Company.
- e. The Company does not encourage overtime work and accordingly does not have a policy for payment of overtime.
- f. You shall provide details regarding the utilization of your time by entering the same into the Company's timesheet system as required. In case you are attached to any project where the client may have requirement of recording specific time-efforts, you shall comply with such requirements as well.
- g. You will be entitled to leave as per the Company's policy, as applicable to your location.

13. Statement of Facts:

- a. It must be specifically understood that this offer is made based on your proficiency on Technical/Professional skills you have declared to possess as per the application, and on the ability to handle any assignment/job independently anywhere in India or overseas. In case, at a later date, any of your statements/particulars furnished are found to be false or misleading, or your performance is not up to the mark or falls short of the minimum standards set by the Company, the Company shall have the right to terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein.
- b. You confirm and represent that there exist no personal circumstances which are likely to affect your liability to discharge your obligations in the course of your employment. You further undertake to notify your line manager and HR Manager immediately of any material change in personal circumstances that may have an impact on the status of your employment including, but not limited to, criminal convictions and/or cases pending, health issues, the right to work in the country where work is to be performed etc.
- c. You represent that you have not entered into any previous or contemporaneous agreements which may conflict with the terms and conditions of this Agreement, or which would preclude you from fully performing your responsibilities for the Company. You further represent that your performance of all the terms of this Agreement and as an employee of Company does not and will not breach any agreement to keep in confidence proprietary information, knowledge or data acquired by you in confidence or in trust prior to your employment with the Company, and you will not disclose to or induce Company to use any confidential or proprietary information or material belonging to any previous employers or others.

Your position with the Company calls for whole-time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with the Company, without written permission from the Company. Any publications and lectures by you on topics relating to the Company's business or interests shall be subject to the Company's prior written consent. Contravention of this will lead to termination of your services from the Company without any notice, with or without any liability on the part of the Company for payment of any compensation in lieu of such notice.

- 14. You are expected to maintain utmost secrecy with regard to the affairs of the Company and shall keep confidential any information, whether written or oral, which relates to internal controls, computer or data processing programs,

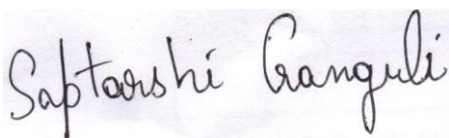


algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions, security procedures, trade secrets, know-how, or inventions of the Company or its affiliates, or any client, agent, contractor, or vendor. You shall not disclose the identities and other related information of any Company clients. Breach of this provision shall be treated as a gross violation of the terms herein and your services are liable to be terminated.

15. For the purposes of your employment with us, the Company needs to collect, hold, process and transfer your personal data about you (such as your name, date of birth, education, contact information, PAN, Aadhar number etc.) as it is necessary for the administration, management and performance of your employment contract. The Company shall provide you with a privacy notice upon acceptance of this offer to make you aware of the personal data we collect, how we use it and how we protect it during your employment with the Company.

16. Termination

- a. During the probation period, (if applicable), either the Company or you can terminate your employment at any time upon giving seven days' notice.
- b. After the probation period (if applicable), either party can terminate this employment by serving a notice period of 90 days on the other. The Company may at its absolute discretion make a payment representing salary (basic) in lieu of notice of termination. However, for causes like misconduct, gross negligence, willful insubordination or disobedience, misbehavior or non-performance, the Company may terminate your services with immediate notice. The Company shall have the right to place you under suspension on subsistence allowance and benefits as applicable pending any investigation into potential dishonesty, gross misconduct, misappropriation, gross negligence, fraud or other circumstances, which expressly provides for termination of your employment which if proved, would entitle the Company to dismiss your services immediately.
- c. In the event of your serving on the Company a notice of termination of employment by submitting a resignation letter, your release will be governed by the relevant policies in force at that point in time, subject to satisfactory handing over of your duties, responsibilities, Company documents, Company assets, etc. to the relevant parties.
- d. In case you are governed by any other service agreement(s) for serving a minimum stipulated period, you will need to mandatorily fulfill the requirements of the applicable exit policy clauses under the stipulated service period agreement.
- e. Unauthorized absence or absence without permission from duty for a continuous period of 7 working days shall result in the automatic termination of your employment without further notice.
- f. You will be governed by the Company's laid down Code of Conduct policy and if there is any breach of the same or non-performance of contractual obligation or the terms and conditions laid down in this agreement, your service could be terminated as per the procedure prescribed in the applicable Company policies. The Company reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.
- g. Reference checks may be made by your previous employers, and other references may be deemed appropriate. In case there is any adverse report against you which may be detrimental to the interests of the Company or if the information furnished by you is not true, the Company reserves the right to terminate your services as per the procedure prescribed in the applicable Company policies on the grounds of misrepresentation of facts.
- h. In the event you have been accused, charged and/or convicted of any criminal offence, at any time whether prior or subsequent to your joining the Company, you shall make full disclosure of the same and furnish all necessary documents in support thereof. In the event you have been accused, charged and/or convicted of any criminal offence, your joining shall be subject to specific written confirmation from the Company. The Company, at its sole



discretion, reserves the right to terminate your employment or take appropriate disciplinary action against you or revoke this Offer Letter. In the event of suppression of any facts, the Company shall be entitled to take such other action at any time as it may deem fit.

- i. The Company reserves the right to carry out banned/ illegal drugs/narcotic substance screening tests on you at any point of time during your tenure. You understand and acknowledge that this is a mandatory requirement, and you confirm that you have no objections whatsoever if such checks, banned/ illegal drugs/narcotic substance screening tests and verifications are carried out by The Company or a third-party agency engaged by the Company. Arising out of such verification or check or otherwise, if it is detected that the information furnished by you in your application is mis-stated or is unstated or document submitted by you are not correct or banned/ illegal drugs/narcotic substance screening tests, results are positive, the Company shall, at its sole discretion be entitled to terminate your employment as per the procedure prescribed in the applicable Company policies and/or revoke your appointment with the Company, without further reference in the matter.

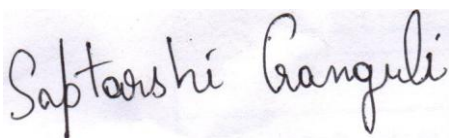
17. Retirement

- a. Your services with the Company will come to an end immediately upon you reaching the age of retirement as per the prevailing policy of the Company. To determine this, the age recorded with the Company shall be considered as final and conclusive.
- b. Termination of employment may also be initiated earlier by either party by serving prior written notice on the other, as per the notice period stipulated in this letter.

18. You agree as a part of and ancillary to this Agreement that for the 12-month period following the termination of your employment with the Company (irrespective of the reason for or such termination), You will not:

- a. Accept any Offer of Employment from any Customer, where you have worked in a professional capacity with that Customer in the 12 months immediately preceding the termination of your employment with the Company.
- b. Solicit business and/or sell services / products or build business relationships with customers, with whom you were directly or indirectly working with, during your tenure at the Company.
- c. Solicit or induce the Company's associates to join a client or to compete with the Company.
- d. Interfere with its business relations, including but not limited to soliciting or providing services to any of Company's clients (except as directed by Tech Mahindra Ltd), directly or indirectly.
- e. Solicit or induce or endeavor to solicit or induce any consultant, supplier or service provider to cease to deal with the Company and shall not interfere in any way with any relationship between a consultant, a supplier or a service provider and the Company
- f. Engage or prepare to engage in any business or activity that is the same or similar to that part or parts of the business carried on by the Company in which the Employee was employed at any time during employment period.
- g. Take away or attempt to solicit, induce or encourage any prospective clients or customers or business opportunities (of the Company or its subsidiaries or affiliates) that the Employee became aware of during the course of his/her employment with the Company.

19. You covenant and agree that, during the term of your employment and anytime thereafter, neither you nor any of your legal heirs or any person acting on your/their behalf, will in any way publicly disparage, bring into disrepute, defame, libel, slander or otherwise criticize the Company, its subsidiaries, affiliates, successors, assigns, officers, directors (including any former directors/ officers of the Company or its subsidiaries), associates, shareholders, agents, attorneys or representatives, or any of their clients, customers, partners, other service providers, or any of their products or services, in any manner that would damage the business or reputation of the Company or any of its clients, customers,



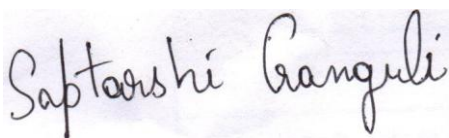
partners, other service providers. Any violation of this section shall necessitate an investigation and appropriate disciplinary action including termination from the services and/ or appropriate legal action.

20. Use of Company Resources:

- a. You shall use the Company's resources only for official purposes as per the applicable Company policy.
 - b. The Company shall have the right to access the files, folders and data stored in the official devices/ laptop provided to you by the Company and to keep track of individual users' activity and logs stored in the official devices/ laptop. Further the Company may also monitor the emails and email traffic in your official mail id provided by the Company as measure to ensure compliance with Company's policies and network security. You also authorize the Company representative to access all the data and information stored under your mail id during and after employment with the Company and this access is provided under the applicable data privacy laws. You also expressly waive any other rights as may be available under the applicable Data Privacy laws against the Company for providing such access.
 - c. You shall access only those web sites which are relevant to your work at hand.
 - d. You shall not use any company resources for hacking or other unethical / illegal activities.
 - e. You shall not circulate or distribute offensive/pornographic material through e-mail or in any other manner.
 - f. You shall not install, download, copy and duplicate any unauthorized or unlicensed software, programs, games, or attachments on to your computer systems.
21. You are required to comply with all the policies of the Company including but not limited to the Code of Ethical Business Conduct (CEBC), Statement of policies and Procedures for Preventing Insider Trading, the Policy on Prevention of Sexual Harassment and such other policies, as communicated to you from time to time. In case of any violation or failure to comply with such Company Policy/policies, you shall be subjected to disciplinary action as per company policy. These policies are available on the Company's intranet. You are requested to visit the site at frequent intervals to get all updates / changes. By signing a copy of this letter, you are consenting that you will visit the intranet site and get familiar with the Companies policies and that you will be governed by these policies till the termination of the present Agreement. Policies governing confidentiality, non-solicitation, and intellectual property rights will survive the termination of the present agreement. The Company reserves the right to interpret, change, suspend or terminate any of its benefits, policy plans or programs in accordance with its needs from time to time.

22. You hereby covenant and undertake that you will:

- a. Not engage in any actions that are, or could be seen to be, bribery of foreign public officials as described in the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions, the Foreign Corrupt Practices Act of the United States of America (the "FCPA"), the Anti-Terrorism, Crime and Security Act and Bribery Act, of the United Kingdom of Great Britain and Northern Ireland; and
- b. Comply with all United Kingdom, United States, German, Indian and other Applicable Law prohibiting bribery and in doing so will provide nothing of value to any government official.
- c. Not directly or indirectly offer or have offered or give or given or agree or agreed to give or given to any person any gift, success fee, rebate or consideration of any kind whatsoever including speed or facilitation money or indulge in any activity as an inducement or reward for influencing or carrying out any act and specifically in relation to any

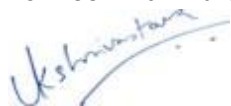


business opportunity or a customer including for the purposes of collection or for showing any favor or disfavor to any person or persons in relation to such performance.

- d. You hereby agree not to involve yourself in receiving any gift/bribery during your tenure with the Company. You shall abide by and follow the Company's anti-bribery policy.
23. The Company shall not be responsible for personal indebtedness or other liabilities incurred by you, during/prior to your employment with the Company. You understand and accept that you shall have no authority to pledge the credit of the Company to any person or entity without the Company's prior written authorization.
24. Any disputes arising out of your employment, including in situations where you have been deputed overseas for onsite work, or to any other location in India, will be in the courts in Mumbai only.

Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Venkata Badrinath P** latest by **30-Sep-2025**.

For Tech Mahindra Limited

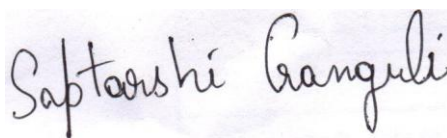


Anupam Shrivastava
Head - People Supply Chain

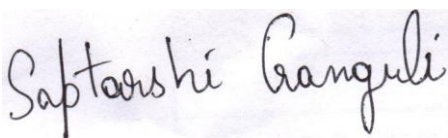
Encl: Annexure-A Salary Structure, Annexure-B Checklist of Documents Annexure C – Confidentiality Agreement, Annexure- D Intellectual property Assignment

Accepted

Date: 30-SEP-2025



Signature of Candidate:



Annexure - A

NAME	Mr Saptarshi Ganguli
TITLE	Sr. Software Engineer
BAND	U3
LOCATION	BENGALURU
COMPONENTS	Per Annum (All figures in Indian Rupees)
BASIC (@40% OF TOTAL FIXED PAY)	705046
HRA (@70% OF BASIC)	493532
BONUS / STATUTORY BONUS	48000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	84606
FLEXIBLE COMPONENTS OF TFP	431431
TOTAL FIXED PAY..... (A)	1762615
TOTAL VARIABLE PAY (TVP)..... (B)	195846
ADDITIONAL BENEFITS..... (C)	41539
GRATUITY	33913
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	7626
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	2000000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Companies specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	25000
Meal Card	26400

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component

(Contd...)

Annexure - A (Contd...)

- Additional Benefits:** Associates shall be eligible for below mentioned benefits:
 - Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of Rs. **20 LAKHS** to the beneficiary on the unfortunate death of the associate.

Saptarshi Ganguli

- b) **Group Medical Coverage Plan (GMIP):** You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **3 LAKHS** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolment of parents is not opted for, the applicable cover (for self only OR self + spouse + up to 2 children) will be **2.5 LAKHS**.
- c) **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **5 LAKHS** payable in case of permanent disablement arising out of any unfortunate event of an accident.

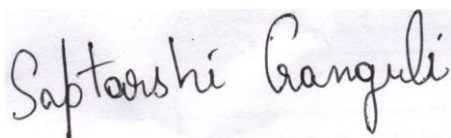
Notes:

1. Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance.
2. For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
3. Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Policy applicable for the Financial Year.
4. Please note that the salary structure of the Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by the Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.

For Tech Mahindra Limited



Anupam Shrivastava
Head - People Supply Chain



Annexure – B – Checklist of the Documents

A. You are requested to login and follow the instructions to upload the following list of documents in Dove portal (DOVE – Link: [Dove Login \(techmahindra.com\)](https://techmahindra.com)) within one week of receiving the offer or before joining whichever is earlier for us to initiate your background verification process. While below is an indicative list, the latest documents list is always updated on Dove Portal.

i. Service certificate from all previous employers.

ii. All educational certificates include:

- Class 10th /12th marksheets and passing certificate or qualifying exam marksheet and passing certificate.
- Graduation Degree / Certificate.
- Post Graduation Degree / Certificate, if applicable
- Any other Degree/Certificates/Diploma which has been mentioned by you in your application form.

B. For joining, you are requested to login to the Dove portal (DOVE– Link: [Dove Login \(techmahindra.com\)](https://techmahindra.com)) and follow the instructions to upload the required details and the support documents:

i. Acceptance copy of Tech Mahindra Limited's offer of appointment duly signed on all pages (including all annexures).

ii. One color passport size photograph with white background.

iii. **Relieving Letter:** Your relieving letter from your present organization and Service Certificate from the last employer as well as all previous employers. If you don't have a relieving letter from the latest organization, then you need submit Resignation Acceptance Letter (RAL) which clearly mentions your last working date in the previous organization.

iv. **PAN Card:** You must upload your PAN Card copy (if not done already at pre-offer stage). Please note that it is mandatory to provide the PAN number for processing your payroll and no payments on account of salaries can be made without a PAN Number. If applied for please submit a copy of the acknowledgement as issued by the Income Tax authorities.

v. **Aadhaar Card:** You must upload your Aadhaar Card copy (if not done already at pre-offer stage). Please note that it is mandatory to provide your Aadhaar card number for processing the KYC in EPFO portal. If your Aadhar card is in applied status, please submit a copy of the acknowledgement as issued by the authorities. Please do ensure that your name on the Aadhaar Card Name and PAN name is same and Aadhaar Card has correct Date of Birth (DD-MM-YYYY format) and Father's name.

vi. **PF UAN Number:** You must provide your PF UAN Card copy or UAN Number. You can find UAN number on your previous employer pay-slip or you can check with your previous employer for your PF UAN Number. If you don't have a UAN number or if your previous organization has not created a UAN then you need to create UAN number on the EPFO website and share the same on or before your joining date.

Candidate's Declaration:

Saptarshi Ganguli

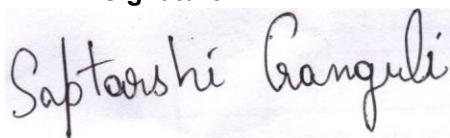
I SAPTARSHI GANGULI hereby declare that I will submit the required document as per the timelines mentioned above and I understand that if I fail to submit the required document within the stipulated time. I will allow company to exercise its absolute discretion, to withdraw this Offer or terminate my employment with immediate effect, without any notice pay, by giving me a written notice thereof.

Name in full SAPTARSHI
GANGULI

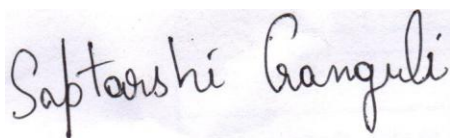
30-SEP-2025

Date

Signature



Place:- BANGALORE

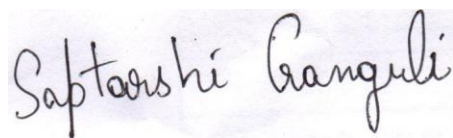


Annexure C - Confidentiality Agreement

I understand that during my employment with Tech Mahindra Limited, I will have access to information of the Company's customers, suppliers, vendors and licensors, any or all of which are referred to in this agreement "Tech Mahindra Limited. I also understand that this information, whether technical or non-technical, is commercially valuable. It is referred to in this agreement as "confidential information".

A few examples of confidential information are given below. However, these examples do not list all the types of confidential information which I may develop or to which I may have access:

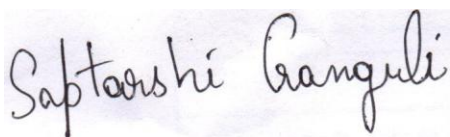
- 1) Information of a business nature such as marketing, underwriting, associate customer and claimant data, sales, and list of customers, including future developments and planning concerning them.
- 2) Computers /software programs and associated documentation and material which are propriety to Tech Mahindra Limited or which Tech Mahindra Limited. is under an obligation to prevent this disclosure.
- 3) Information from Tech Mahindra Limited's vendor and supplier which is confidential, propriety or copyrighted.
- 4) I hereby agree that:
 - The confidential information shall remain the sole and exclusive propriety of Tech Mahindra Limited, and I shall regard it as confidential and secret information.
 - The confidential information is the property considered to be the trade secrets of Tech Mahindra Limited because it involves processes and compilation of information which are secret, confidential, and not generally known to the public and which are the products of expenditure of time, effort, money, and /or creative skills of Tech Mahindra Limited.
 - Confidential information is provided to me during my employment at Tech Mahindra Limited for the exclusive purpose of performing my job duties.
 - I will not, during and after my employment at Tech Mahindra Limited, publish, disclose or otherwise divulge the confidential information to any person not specifically authorized by Tech Mahindra Limited. to receive such information.
 - I will not copy confidential information for any purpose except with the express consent of Tech Mahindra Limited. Officials or the expressed written authorization of the third-party owner.
 - I will not, directly or indirectly, disclose, reveal, use, copyright or patent such Confidential Information, without the prior written consent of an authorized officer Tech Mahindra Limited. I also agree to keep the contractual relationships of Tech Mahindra Limited with its suppliers, licensors, licensees, customers, contractors, and subcontractors confidential, including the names, addresses, or special requirements of Tech Mahindra Limited's customers.
 - Upon termination of my employment with Tech Mahindra Limited, or at any other time at Tech Mahindra Limited's. request, I agree to return promptly to Tech Mahindra Limited., all confidential information, including but not limited to all manuals, letters, notes, notebooks, reports, formulae, computer programs and associated documentation and material, memoranda, customer list and all other materials and all copies of them relating in any way to Tech Mahindra Limited which in any way were obtained by me during my employment at Tech Mahindra



Limited .which are in my possession or under my control. I further agree that I will not make or retain any copies of the above-mentioned information and will so represent Tech Mahindra Limited. upon termination of my employment

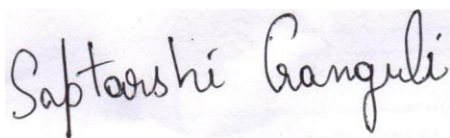
- This confidentiality agreement will continue to be in effect after the termination of my employment with Tech Mahindra Limited.
- If any provision of this agreement is declared invalid or unenforceable with respect to a particular occurrence or circumstance or otherwise, that will not affect the validity, enforceability, or applicability of any other provision of this agreement.

Name: SAPTARSHI GANGULI



Signature:

Date: 30-SEP-2025



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Annexure D Intellectual Property Assignment

Associate Name:

Associate ID:

Date:

In consideration of my employment with Tech Mahindra Limited and in view of the confidential nature of employment by reason of which I will obtain and have obtained special knowledge of Tech Mahindra Limited and business, its necessities and plans and the information of its customer, I hereby agree as follows:

(a) Intellectual Property Assignment

I hereby assign, to Tech Mahindra Limited or its successor, designees or assigns, any and all rights in any design, invention, discovery, or other intellectual property (including without limitation, right to apply for and obtain a patent) which I may create, develop or assist in creating or developing during my employment which design, inventions, discovery and other intellectual property relate to services provided/ to be provided or products or systems manufactured or developed or licensed or sold by Tech Mahindra Limited whenever made by me and for any work made and/or created or cause to made and/or created in the course of my employment whether on the customer project or otherwise.

Tech Mahindra Limited shall be the first owner of the copyrights/patent/trademark etc. therein and for work made and/or created or cause to made and/or created in the course of my employment. If by virtue of any law or any judgment, Tech Mahindra Limited is not the first owner, then I hereby assign, exclusively and irrevocably, the same, wholly and generally, forever throughout the world, without any obligation of payment of royalty or any other sum of money or benefit(s), the whole of the copyright(s) in all such work(s) and further waive all my moral rights wholly in favor of Tech Mahindra Limited I also agree to sign on demand, whether during the employment or any time thereafter, any papers and do any acts which may be deemed necessary or desirable by Tech Mahindra Limited to secure to Tech Mahindra Limited., its successors, designees, or assign, any right relating to such design, invention, discovery, copyright or intellectual property and improvement including patents in India or any other foreign country.

(b) Restrictions after Termination

I further agree upon termination of my employment to surrender to Tech Mahindra Limited all software programs, data (whether in hard copy form or in electronic form), notebooks, designs, drawings, blueprints, writings, manuals, price books, any business or market information, business and technical brochures, service models and techniques and other documents and materials (including all copies) then in my possession or control, which relate in any way to the business, research, development, sales, sales promotions, marketing or customer's information or other activities of Tech Mahindra Limited The obligations stated under this Agreement shall survive the termination or discontinuation of my employment with Tech Mahindra Limited. I agree to immediately return to the Company all intellectual property, work product, and materials (whether physical or electronic) which you had obtained, had access to, or worked on during the course of employment. To the extent any intellectual property created or contributed to by me during employment requires further assignment or execution post-exit to affirm Tech Mahindra's exclusive and absolute rights, I agree to execute such documents and do all acts reasonably required to give full effect to the same, without claiming any additional compensation.

WITNESSED

ACCEPTED

