

Date: 15.07.2025

To,
Mukesh Gautam
Employee ID - 163

Dear, Mukesh Gautam,

Re: Relieving Letter and Undertaking

You are hereby released from your official duties from LESSO BUILDTECH PRIVATE LIMITED ("LESSO", which term also includes reference to the group companies/entities and holding company of LESSO BUILDTECH PRIVATE LIMITED) with effect from 10th.10.2024. We confirm that you had joined LESSO as Assistant Manager in Sales and Marketing Department and had served LESSO in the capacity of Assistant Manager of 15. July .2025 which is the effective date of cessation of your employment with LESSO.

As a part of the relieving process, you acknowledge, agree, understand and confirm that:

1. During your engagement with LESSO, you have had knowledge of and access to and been entrusted with proprietary, confidential or sensitive information/materials belonging or pertaining to LESSO including in respect of its business and financial affairs, its customers/clients, collaborators, contractors, suppliers, business associates and their dealings and transactions (individually and collectively referred to as "**Confidential Information**") disclosed or available or passed on to you or generated in the course of your employment. Confidential Information includes but is not limited to the following information or of pertaining to LESSO, whether oral, written, typed and printed, graphical or in any other form and on any medium whatsoever;
 - (a) Manufacturing and technical information and know-how including research activities, inventions and improvements, trade secrets, processes, designs, developments, formulae, methods, works of authorship, proprietary tools,, product line and product specifications; and any and all Intellectual Property (defined in Clause 4), documentation and data of LESSO;
 - (b) Business and marketing strategies and plans, financial details and documents; profit and loss accounts, balance sheets, management accounts, financial accounts and forecasts, pricing policies and mechanisms, commercial practices; suppliers and terms of business;
 - (c) Details of proposals relating to the acquisition or dismissal of LESSO or business or any part thereof or of any proposed expansion or contraction of activities;
 - (d) Details of employees and officers of LESSO, the organization structure of LESSO, and any details or remuneration and other benefits paid to the employees and officers of LESSO;
 - (e) Details of customers/clients of LESSO and their requirement, including names, addresses and telephone numbers of customers and contact names and all advice and information of a confidential nature given to them or received by LESSO from them;

- (f) Details of suppliers of LESSO;
- (g) Information on customers and consulting methodologies (including software and any other intellectual property);
- (h) Market intelligence or marketing database which belongs to LESSO;
- (i) All computer programs and software systems used or owned by LESSO for the purpose of its business other than software generally available to the public;
- (j) Security arrangements and administrative/organizational matters;
- (k) Security credentials including user IDs, passwords, login credentials, PINs, encryption keys, access control codes, security tokens, digital certificates, or any other information which may be used to access, control, or secure any digital or physical asset, platform, account, application, or system of LESSO.
- (l) Personal data (this term includes any and all data about an individual who is identifiable by or in relation to such data such as an individual's identity, name, image, age/date of birth, identification numbers/documents, PAN number, passport number, contact details, address, telephone number, email address, financial and banking information, biometric data, health records, or any other information that may be considered personal data under the data protection laws in India or any other jurisdiction) and records of other employees of LESSO and LESSO's customers, customers/clients, collaborators, contractors, suppliers, business associates;
- (m) Information divulged to LESSO by a third party in confidence; or
- (n) All other information communicated to you by LESSO in such a way as expressly or implied, or which by its nature or context, should be reasonably considered as confidential.

Any and all such Confidential information has been used only for the benefit of LESSO during your tenure and you have not parted and will not part with any information in any manner or by way of any medium to any person. No information has been or will be shared by you with any external person under any circumstances. You have not divulged and shall not divulge to anyone any data or information or materials of confidential nature including but not limited to those outlined above concerning LESSO or its products and services which have come within your knowledge during your engagement with LESSO.

2. You further acknowledge that the Confidential Information is proprietary to LESSO, has significant commercial value, and that the unauthorized disclosure, use, or misuse of such information would cause serious harm and financial loss to LESSO and/or its customers/clients, collaborators, contractors, suppliers, and business associates. You agree that you shall not directly or indirectly, for a period of 12 months from the Effective Termination Date:
 - (a) solicit, or attempt to solicit, induce or divert any employee, client, customer or supplier of LESSO to terminate or alter their association with LESSO; and/or
 - (b) refrain from interfering with or disrupting LESSO's business relationships with any of its employees, customers, clients, or suppliers.

You acknowledge and agree that these obligations and restrictions are reasonable and necessary to protect the legitimate business interests of LESSO including its Confidential Information and business relationships.

3. You have returned all property, materials, equipment, documents, and assets of LESSO (individually and collectively referred to as "**Company Property**") that may have been in your possession, custody or control or use including all Confidential Information, identification cards or badges, access cards, security passes; electronically stored or physical documents, records, files, correspondence, data or materials of any nature stored on any medium pertaining to your work at LESSO or containing or relating to Confidential Information; laptop(s), desktop(s), mobile device(s), storage devices, hard drives, USB drives and any other media; all login credentials, user names, passwords, security tokens, and authentication devices; any other equipment, property or materials, whether physically held by you or in active use by you at any location. You have not retained any of the Company Property in whole or in any part directly or indirectly and have not made or preserved any copies or extracts or reproductions thereof in any manner for any use at any time and will not use the same at any time.

4. You are aware of and acknowledge and agree that any discovery, model, concept, idea, know-how, technology, trade secret, method, database, computer programme or software (including related preparatory and design materials), invention, improvement in procedure, trade mark, trade name, domain name, website, design, copyright and all similar rights or get-up, together with any variations, improvements, modifications or any derivative works of the foregoing made, conceived, developed, discovered, created or reduced to practice by you or disclosed to or learnt by you during your employment (whether alone or with others and whether or not in the course of your Duties) in connection with or relating to the business of LESSO or capable of being used or adapted for use by it, and whether or not registered or registrable (individually and collectively referred to as “**Intellectual Property**”) belong to, vest with and are the sole, exclusive and absolute property of LESSO throughout the world and in perpetuity. You confirm that you have no right, title or interest in any such Intellectual Property. You waive any and all claims to such Intellectual Property and undertake to promptly execute all documents and instruments and do all things necessary to confirm, evidence, register, confirm and/or further perfect the title and ownership of all rights, title and interests (including any registered rights in the same) in any such Intellectual Property in LESSO (or its nominee) absolutely and as sole legal and beneficial owner, if so required by LESSO. By signing this Agreement, you hereby irrevocably waive all your rights including moral rights pursuant to the applicable provisions of the Indian Copyright Act 1957 (and any statutory amendment to it) and any other rights of similar nature under any law in any jurisdiction in respect of any such Intellectual Property.

5. You have no dues or claims vis-à-vis LESSO of any nature or form, whether monetary or intangible or otherwise, and your full and final settlement stands processed and concluded.

OR

Your final settlement of dues including salary, benefits, and statutory payments and reimbursements have been processed in accordance with LESSO’s policies and procedures.

6. You have signed a formal clearance form confirming the return of all Company Property and completion of all exit formalities that has also been signed by all respective departments of LESSO.
7. You will not at any time directly or indirectly make, issue or publish any adverse, defamatory, derogatory, or disparaging remarks, comments, statements or representations, whether verbal or written, about LESSO, its officers, directors, employees, or business partners or disparaging their goodwill, reputation and character or make, issue or publish any communication or article or content about or with respect to any of them:
- (a) to any person(s) or parties including other employees of LESSO, clients, vendors, members of trade and public, or any other party; and/or
 - (b) in any forum or medium including but not limited to print media, electronic media, social media platforms such as Facebook, LinkedIn, Instagram, WhatsApp (“**Social Media Platforms**”) or on or by any other online or offline public or private medium.
8. You undertake that, with effect from the Effective Termination Date.
- (a) You shall not represent yourself to any person/party as being in any way connected with or employed by LESSO, whether in person, through written communication, or via any public or private medium including but not limited to Social Media Platforms, or personal and professional public profiles; and
 - (b) You shall promptly update all personal and professional profiles on any online or offline media to accurately reflect the cessation of your employment with LESSO.
9. In the event of any breach or threatened breach of this Undertaking, LESSO shall be entitled to seek appropriate legal remedies, including injunctive relief, damages, and recovery of all losses, costs, and expenses incurred as a result of such breach. You understand and acknowledge that any breach of this Undertaking would cause serious and irreparable harm to LESSO, entitling LESSO to immediate legal relief.

10. All obligations as set out in your employment agreement including but not limited to Confidentiality, Intellectual Property, Non-Competition & Non-Solicitation provisions, LESSO's employment handbook and/or any other applicable terms and conditions, shall continue to be in full force and effect.
11. You expressly agree that this Release Letter/Undertaking has been freely and voluntarily entered into and accepted by you without any undue influence or coercion, and that LESSO has not induced or otherwise influenced you in any manner to sign this Release Letter/Undertaking.
12. You represent, acknowledge and agree that you have read and understood the contents of this Release Agreement and have sought necessary advice in relation to this Release Letter/Undertaking and that this Release Letter/Undertaking or will not be construed in favour of or against LESSO due to LESSO's drafting of such documents.
13. If any provision of this Release Letter/Undertaking is held by any court or authority of competent jurisdiction to be invalid, illegal, or unenforceable, such provision shall be deemed to be construed, modified or limited to the extent necessary to make it valid and enforceable. If such modification is not possible, such provision shall be deemed to be severed from this Release Letter/Undertaking, and the remaining provisions shall remain in full force and effect as if such invalid, illegal, or unenforceable provision had never been included.

For LESSO BUILDTECH PRIVATE LIMITED

Name: Priyanka Varshney

Designation: Dept Business Head

Date: 15.07.2025



(Accepted)

Mukesh Gautam

Signature: Mukesh

Date: 15.07.2025



BUILDING II, 5TH FLOOR VATIKA BUSINESS PARK, SEC-49,SOHNA ROAD
GURGAON-122018

Payslip for the month of June 2025

Name:	Mukesh kumar Gautam	Bank Name:		
Employee ID	163	Bank Account No.:		
Join Date:	10-Oct-24	PF No.:	GN/GGN/1458540/000/0010152	
Designation:	Assistant Manager	PF UAN:	102137724409	
Department:	Marketing and Sales Department	ESI No.:		
Location:	Gurgaon	PAN No.:	CRRPG2014G	
Effective Work Days:	27	LOP:	0	
Days In Month:	30			
Earnings	Full	Actual	Deductions	Actual
BASIC	20,000.00	18,000.00	PF	2,160.00
HRA	10,000.00	9,000.00	PROFESSIONAL TAX	-
SPECIAL ALLOWANCE	21,632.00	19,468.00	INCOME TAX	-
RELOCATION ALLOWANCE	5,000.00	4,500.00	LABOUR WELFARE FUND	34.00
Total Earnings: Rs.	56,632.00	50,968.00		2,194.00
Net Pay for the month (Total Earnings - Total Deductions):		48,774.00		
Rupees Forty Eight Thousand Seven Hundred Seventy Four Only				

This is a system generated payslip and does not require signature.



BUILDING II, 5TH FLOOR VATIKA BUSINESS PARK, SEC-49,SOHNA ROAD
GURGAON-122018

Payslip for the month of May 2025

Name:	Mukesh kumar Gautam	Bank Name:		
Employee ID	163	Bank Account No.:		
Join Date:	10-Oct-24	PF No.:	GN/GGN/1458540/000/0010152	
Designation:	Assistant Manager	PF UAN:	102137724409	
Department:	Marketing and Sales Department	ESI No.:		
Location:	Gurgaon	PAN No.:	CRRPG2014G	
Effective Work Days:	31	LOP:	0	
Days In Month:	31			
Earnings	Full	Actual	Deductions	Actual
BASIC	20,000.00	20,000.00	PF	2,400.00
HRA	10,000.00	10,000.00	PROFESSIONAL TAX	-
SPECIAL ALLOWANCE	21,631.00	21,631.00	INCOME TAX	-
RELOCATION ALLOWANCE	5,000.00	5,000.00	LABOUR WELFARE FUND	31.00
Total Earnings: Rs.	56,631.00	56,631.00		2,431.00
Net Pay for the month (Total Earnings - Total Deductions):		54,200.00		
Rupees Fifty Four Thousand Two Hundred Only				

This is a system generated payslip and does not require signature.



BUILDING II, 5TH FLOOR VATIKA BUSINESS PARK, SEC-49,SOHNA ROAD
GURGAON-122018

Payslip for the month of April 2025

Name:	Mukesh kumar Gautam	Bank Name:		
Employee ID	163	Bank Account No.:		
Join Date:	10-Oct-24	PF No.:	GN/GGN/1458540/000/0010152	
Designation:	Assistant Manager	PF UAN:	102137724409	
Department:	Marketing and Sales Department	ESI No.:		
Location:	Gurgaon	PAN No.:	CRRPG2014G	
Effective Work Days:	30	LOP:	0	
Days In Month:	30			
Earnings	Full	Actual	Deductions	Actual
BASIC	20,000.00	20,000.00	PF	2,400.00
HRA	10,000.00	10,000.00	PROFESSIONAL TAX	-
SPECIAL ALLOWANCE	21,631.00	21,631.00	INCOME TAX	-
RELOCATION ALLOWANCE	5,000.00	5,000.00	LABOUR WELFARE FUND	31.00
Total Earnings: Rs.	56,631.00	56,631.00		2,431.00
Net Pay for the month (Total Earnings - Total Deductions):		54,200.00		
Rupees Fifty Four Thousand Two Hundred Only				

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