

Date: 23th February 2026

Employee Name: **Sumalatha RV**

Emp ID: **ENIN1336**

Subject: Relieving Letter

Dear **Sumalatha**,

This is to inform that you were employed *with* Engati Technologies Private Limited (hereinafter referred to as the “**Company**”) *as a* “**Collections Executive**” from **Oct 08, 2025**. Subsequent *to* your letter of resignation dated **Jan 20, 2026**, the Company would like to inform you that your resignation has been accepted, and you are relieved from the services of the Company, with effect from closing office hours of **Jan 23, 2026**.

We hereby inform you that in accordance with the Employment Agreement signed by you at the time of commencement of your employment with the Company to the extent as may be applicable post the termination of your employment will still be effective. As such, in consideration of the mutual agreements as also covenant contained in this Letter and other good and valuable consideration, we record as under:

Non-Compete and Non-Solicitation

You hereby agree, undertake and covenant to the Company that you shall not for a period of 1 (one) year post your last working day as stated herein above (“**Restricted Period**”) whether directly or indirectly, in any capacity, either on his own account or through any of his affiliates or any of the key employees or through or for any other person, whether for profit or otherwise:

- a) establish, operate or develop entity, vehicle or venture, or enter any business that, with or without any third another party, in each case, is same or similar to the Company’s business or any proposed business to be carried on by Company (“**Future Business**”).
- b) invest, directly or indirectly, in any competitor of Company or otherwise any person carrying or proposing to carry on, business that is same or similar to the Company’s business or Future Business (“**Competitor**”).
- c) render any services or advise, assist, aid in establishing, managing, operating, providing or developing or act as consultant or professional advisor to any Competitor.
- d) carry on or be engaged in any business or activity directly or indirectly competing with the whole or part of the Company’s business or Future Business.
- e) solicit, canvass, entice away, induce or persuade or cause or knowingly encourage or attempt in any manner any of the foregoing any suppliers, contractors, distributors, franchisee or clients of Company or any other person dealing with Company, to cease doing business in whole or in part with Company or to reduce the amount of dealings or business which any such suppliers, contractors, distributors, franchisee or clients or any other person has been doing with Company;

- f) solicit, canvass, entice away, induce or persuade or cause or knowingly encourage or attempt in any manner any of the foregoing any contractors, distributors, franchisee, clients of Company or any other person dealing with Company, to do business with any other person other than Company, or deal with such contractors, manufacturers, distributors, franchisee or clients by himself.
- g) solicit or attempt to influence or entice away or endeavor to solicit or entice away, any directors, officers or employees of Company.
- h) solicit or attempt to influence, any of the employees, or officers of Company, to terminate or otherwise cease such employment with Company; and
- i) cause or permit any person directly or indirectly under their control to do any of the foregoing acts or things.
- j) infringe or use or otherwise deal with in any manner whatsoever, the intellectual property rights of the Company or claim or represent the same to be yours.

1. Non-Disparagement and Non-Disclosure

Notwithstanding what is contained herein and subject to the Confidentiality and Non-Disclosure Agreement applicable to you at the time of your employment, for purposes of this Letter, "**Confidential Information**" shall mean all written and/ or tangible information created by Company or disclosed by the Company to you and all confidential and proprietary information of Company and/or its affiliates, whether marked as confidential or not, in any form whatsoever (including, without limitation, in written, oral, visual or electronic form or on any magnetic or optical disk or memory and wherever located) and shall further include but not limited to the following:

- (a) information relating to the business, clients, customers, affairs, and finances of Company and/or any of its affiliates, management presentations, trade secrets, technical data, operational data, contracts and agreements, financial data, drawings, business plans, sales and marketing plans and any know-how relating to the Company's Business.
- (b) all trade secrets, business plans, business model, proprietary information, software, source code, databases, intellectual property rights, marketing strategy, site statistics, financial data and information, future plans, competitive strengths, e-commerce activities, intellectual property rights, passwords, private innovations, contracts and licenses and other data and information, in any form including information contained on any website belonging to Company that is disclosed to you, including information disclosed prior to signing of this Letter;
- (c) uniform Resource Locator (URLs), web sites, web pages and any part thereof; and
- (d) the goodwill of the business symbolized or represented by the foregoing, customer lists and other proprietary information and common-law rights.

From the execution of this Letter, you shall, keep confidential and will not disclose to third parties, the Confidential Information received from, or made available by, Company and will use a reasonable standard of care with respect to the Confidential Information.

You will not at any time, directly or indirectly, make, publish, or communicate to any person or entity or in any public forum any defamatory or disparaging remarks, comments, or statements concerning the Company or its businesses, or any of its employees, officers, shareholders, members, or advisors.

2. This Letter, the rights and obligations of the Parties here under shall be governed by and constructed in accordance with Indian laws.
3. You agree that it would be difficult to measure the damages that might result from any actual or threatened breach of this Letter and that such actual or threatened breach by it may result in immediate, irreparable, and continuing injury to the Company and that a remedy at law for any such actual or threatened breach may be inadequate. Accordingly, you agree that the Company, in its sole discretion and in addition to any other remedies it may have at law or in equity, shall be entitled to seek temporary, preliminary, and permanent injunctive relief or other equitable relief, issued by a court of competent jurisdiction, in case of any such actual or threatened breach (without the necessity of actual injury being proved).

We also certify that your full and final settlement of the account will be cleared in due course. We thank you for your efforts and contribution during your tenure and wish you all the best in your future endeavors.

Best Wishes,

For **Engati Technologies Pvt., Ltd.**



Imtiaz Bellary
Co-founder & MD



Sumalatha RV