

03/16/2026

To
Mr Gautam Raj
13021108
Bangalore

Dear Gautam,

This refers to your letter of employment and to your letter of resignation dated on 12/23/2025. We are writing to inform you that your resignation has been accepted and you will be released from your employment with Motorola Solutions Kodiak Networks India Pvt. Ltd., as of the close of business on 03/24/2026. The following terms, as set out in this letter of agreement shall govern your separation from Motorola Solutions Kodiak Networks India Pvt. Ltd., (a Motorola Solutions Company) and from the Motorola Solutions Group (being Motorola Solutions, Inc, its subsidiaries and affiliates including, but not in any way limited to, Motorola Solutions Kodiak Networks India Pvt. Ltd.) ("Motorola Solutions Group" or "Motorola Solutions") on the Separation Date 03/24/2026 such separation and the terms thereof having been mutually agreed between yourself and Motorola Solutions Kodiak Networks India Pvt. Ltd.. Unless otherwise expressly provided for, nothing in this Agreement is to be construed as altering *inter alia* any of the provisions of your Employment Letter, the Motorola Solutions Code of Business Conduct, the Corporate SOP entitled "iProtect" and the Motorola Solutions Group's benefit plans or processes, all of which will continue to apply to you as stated therein.

1. Pursuant to your resignation and in consideration of your undertakings as set out herein, Motorola Solutions Kodiak Networks India Pvt. Ltd., agrees to pay you the amounts specified in Schedule I to this Agreement, subject to any deductions that may be required to be made in order to set off any outstanding amount of 'advance against salary' that you may have availed of. The various amounts referred to in Schedule I are in full and final settlement of any and all obligations the Motorola Solutions Group may have towards you arising from, in connection with and/or incidental to the employment relationship between you and Motorola Solutions Kodiak Networks India Pvt. Ltd., and the termination thereof, and includes all amounts payable to you under any applicable law as well as pursuant to the terms set out in your Employment Letter with Motorola Solutions Kodiak Networks India Pvt. Ltd.,. You hereby confirm that no other amounts are due, outstanding and/or payable by Motorola Solutions Kodiak Networks India Pvt. Ltd., to you.

The aforesaid payment will be settled on the Separation Date subject to your having returned all Motorola Solutions properties previously issued to you in accordance with Clause 8 of this Agreement, and will be subject to applicable deductions towards tax and statutory dues. In case of any delay in the return of the Motorola Solutions properties by you, the making of the payment will be delayed accordingly.

Motorola Solutions Kodiak Networks India Private Limited

9th Floor | MFAR Manyata Tech Park | Greenheart Phase IV | Nagawara | Bengaluru - 560045 P:+91 80 4000 5555 | www.motorolasolutions.com | CIN-

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2. NON-ADMISSION/GENERAL RELEASE. You and the Motorola Solutions Group (including but not limited to Motorola Solutions Kodiak Networks India Pvt. Ltd.,) agree that nothing in this Agreement is intended to be or shall be deemed/construed to be an admission on the part of Motorola Solutions Kodiak Networks India Pvt. Ltd., or the Motorola Solutions Group to any wrongdoing or any unlawful or unfair action in its dealing with you, and you fully and completely release Motorola Solutions Kodiak Networks India Pvt. Ltd., as well as the Motorola Solutions Group, including all of the directors, officers and employees of Motorola Solutions Kodiak Networks India Pvt. Ltd., and of the companies constituting part of the Motorola Solutions Group, from and hold each of them harmless from any and all legal claims of any type whatsoever, arising out of your employment with or the separation of your employment from Motorola Solutions Kodiak Networks India Pvt. Ltd., whether known or unknown, presently asserted or otherwise. Your release includes, but is not in any way limited to, any breach of any implied or express employment terms or covenants; entitlements to any pay or benefits, including insurance cover or payments; claims for wrongful termination, public policy violations, defamation, emotional distress or other common law matters; or claims of discrimination based on race, sex, age, marital status, family status, race, religion, disability, national origin, handicap veteran's status, sexual preference or retaliation.

3. You acknowledge that you have had the opportunity to review this Agreement, and having clearly understood the terms and conditions set out herein, you have entered into and signed this Agreement knowingly and voluntarily

4. NO DISPARAGEMENT. You agree that you will not at any point of time (whether prior to or after the Separation Date), directly or indirectly, individually or in concert with others, engage in any conduct or make any statement (orally or in writing) to any person, calculated or likely to have the effect of undermining, disparaging or otherwise reflecting poorly upon the Motorola Solutions Group or its reputation, goodwill, products, business methods or business opportunities, or being in any manner detrimental to the Motorola Solutions Group. Without prejudice to the aforesaid, you may give *bona fide*, truthful and non-malicious testimony if properly subpoenaed or called to testify or give evidence under oath before a court or any other legal forum having jurisdiction in the matter.

5. COOPERATION/INDEMNIFICATION. From the Separation Date, and for as long thereafter as shall be reasonably necessary, you agree to cooperate fully with the Motorola Solutions Group in any investigation, negotiation, litigation or other action arising out of any business activity in which you were involved or of which you had direct knowledge on account of your employment with Motorola Solutions Kodiak Networks India Pvt. Ltd.,. If you incur any business or personal expenses in the course of performing your obligations under this paragraph, you will be reimbursed the full amount of all expenses upon your submission of adequate and satisfactory receipts confirming that such expenses were actually and reasonably incurred.

6. PROTECTION OF CONFIDENTIAL INFORMATION AND TRADE SECRETS. You agree to maintain at all times, including after the Separation Date, the confidentiality of all Motorola Solutions confidential or proprietary information and trade secrets in accordance with agreements, if any, previously signed by you and with the law applicable to you as an [employee / officer / director] of Motorola Solutions Kodiak Networks India Pvt. Ltd.,, including, but not in any way limited to, any statutes for protection of confidential information or trade secrets or common law or equitable duty of loyalty and good faith. For the purposes of this Agreement, Motorola Solutions

Motorola Solutions Kodiak Networks India Private Limited

confidential and proprietary information include all information and trade secrets relating to Motorola Solutions' past, present, or future business, products or technology. By way of illustration, such information includes, but is not in any way limited to, the following categories of information:

- (a) strategy and roadmap information, including but not limited to, business plans, strategic plans, initiatives, potential merger, acquisition and divestiture plans, venture capital investment plans, five-year and other financial and business plans, new and existing business/product plans, and capital planning;
- (b) alliance, investment and strategic relationship information, including but not limited to, non-public alliance and investment identity, terms and conditions of contracts, terms of investment, and status of existing/consideration of potential alliances and strategic relationships;
- (c) management information, including but not limited to, activities of any corporate-level, region-wide, Motorola Solutions-wide, business unit, regional or account leadership team, or their direct reports.
- (d) technology information, including but not limited to, present and future research and development, technology roadmaps, technology licensing strategies, and communications and semiconductor core and process strategies.
- (e) employee and employment information, including but not limited to, members of leadership teams, job functions, organization and reporting relationships, individual performance, salaries, grades, stock options, bonus plans, variable pay plans, management and leadership planning, and potential employee information, benefits, recruiting, and human resources policy and procedure;
- (f) customer information of the Motorola Solutions Group, including but not limited to, non-public customer identity, product purchases, purchase volume, purchase quantity, product mix, sales strategies for particular customers, pricing, distribution plans and strategies, and customer relationship information;
- (g) product pricing and cost information, including but not limited to, product costs, margins, manufacturing, suppliers, sales, development, and distribution costs.
- (h) manufacturing information, including capacity, vendors, materials costs, factory and outsourcing relationships, volume, pricing, and strategy, and internal manufacturing capabilities and strategy; and
- (i) core process redesign plans, strategies, activities and implementation.

7. **PROTECTION AGAINST INEVITABLE DISCLOSURE.** You acknowledge that the nature of your duties and responsibilities for a future employer or for any entity or business with which you contract to perform services, if similar to those that you performed at Motorola Solutions Kodiak Networks India Pvt. Ltd., might, by the very nature of the duties and responsibilities, result in the disclosure of trade secrets or other information that is confidential and/or proprietary to the Motorola Solutions Group. Accordingly, you agree to inform any future employer, or entity or

Motorola Solutions Kodiak Networks India Private Limited

business contracting with you for services, of the possibility of such disclosure and the requirements set out in this Agreement and to request that safeguards be established to ensure prevention of any such disclosure. You agree that you will not perform any duties or responsibilities for any third party that will involve the disclosure of Motorola Solutions confidential and/or proprietary information or trade secrets or that will present a reasonable possibility of such disclosure.

8. RETURN OF MOTOROLA SOLUTIONS PROPERTY. You agree, subject to the terms of this Agreement and pursuant to your obligations to Motorola Solutions Kodiak Networks India Pvt. Ltd., under the provisions of your Employment Letter, the Motorola Solutions Code of Business Conduct, and the Corporate SOP entitled “iProtect”, to return to Motorola Solutions Kodiak Networks India Pvt. Ltd., by your Separation Date all Motorola Solutions property and confidential and/or proprietary information that is in a recorded and permanent form, including, but not in any way limited, to the originals and all copies and excerpts of documents, drawings, reports, specifications, samples and the like that are in your possession or under your care or control (whether at Motorola Solutions and/or non-Motorola Solutions locations), including but not limited to information stored electronically on computer hard drives or disks. You will also return, on or before the Separation Date, to Motorola Solutions Kodiak Networks India Pvt. Ltd., all Motorola Solutions property including, keys, swipe/security cards, corporate credit cards, air travel cards, visiting cards, company letterheads and literature, laptops or other computers, and all other office equipment and supplies.

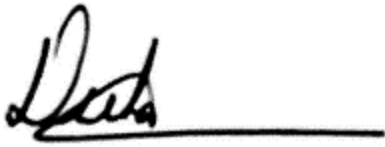
9. NO SOLICITATION. You acknowledge and agree that for a period of two (2) years following your Separation Date, you will not recruit, solicit or induce, or cause, allow, permit or aid any other person or entity (whether incorporated or unincorporated) to recruit, solicit or induce, or communicate in support of any of the aforesaid activities with, any employee of the Motorola Solutions Group to terminate his/her employment with the Motorola Solutions Group and/or to seek employment with in any business (whether incorporated or unincorporated) set up or being run by you, your employer, prospective employer or any other entity or business (whether incorporated or unincorporated).

10. GOVERNING LAW AND JURISDICTION. This Agreement is governed by, and shall be construed in accordance with, the laws of India. Each of the parties hereby agrees that the courts at New Delhi, Kolkata, Hyderabad, Bangalore and Mumbai shall have exclusive jurisdiction to settle any disputes which may arise out of or in connection with this Agreement and that accordingly any suit, action or proceedings arising out of or in connection with this Agreement may be brought only in such courts.

11. You undertake and promise that you will keep the existence and the terms of this Agreement confidential, unless required by law to disclose this information, or except as needed to be disclosed to anyone preparing your tax returns.

Thanks and regards,

For Motorola Solutions Kodiak Networks India Pvt. Ltd.,



Disha Thomas
Human Resources