



HR/E/009/2025

30th Oct 2025

Mr. DEVENDRA KUMAR PM,
U00784,
Executive,
HR & Admin,
Ambattur.

Dear Devendra Kumar PM,

We are in receipt of your letter dated 27th October 2025, tendering your resignation from the position of Executive in our Organisation, which has been accepted with regret.

You will be relieved at the close of business hours of 25th November 2025, subject to satisfactory completion of all the works assigned to you by your Manager and settlement of all the dues if any.

For Ultramarine & Pigments Ltd.,



Madhukar V
Vice President – HR & Admin



20/11/25



HR/UPL/AMB/REL/016/25

28-11-2025

Mr. DEVENDRA KUMAR PM
Emp Code: U00784
Executive - HR
Ambattur

Dear Devendra Kumar,

This has reference to your letter dated **27th Oct 2025** tendering resignation from the services of our company, it has been accepted with regret. You have been relieved from the services of our Organization at the close of business hours of **28th Nov 2025** on the following terms and conditions:

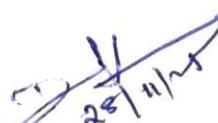
1. Pursuant to your cessation of employment with the Company w.e.f **28-11-2025**, the letter of appointment dated **22-05-2024** also stands terminated.
2. We would also like to take this opportunity to remind you that, notwithstanding the termination of your employment with the Company, certain of your obligations under your Employment Agreement will continue. These obligations include, but may not be limited to the following obligations:
 - (a) All developments made and works created by you during the Term of your employment with the Company is the exclusive proprietary property of the Company that any and all copyright and other proprietary interest therein shall belong to Company.
 - (b) You shall not divulge the Confidential Information of the Company to any third party.
 - (c) You shall not give any statement, Complaint or send write-ups or post anything, regarding the Company in any form of media, our business competitors and government departments.
3. Based on the understanding with our competitors, you are not expected to join the following companies – Heubach, Vibrantz Technologies, Sudharshan Chemicals, RS Pigments, Ashoka Pigments, Venter Pigments and its allied / subsidiaries / group companies.
4. Your Service certificate is being attached herewith as an Annexure A.

If you have any questions concerning the information contained in this letter, please contact the undersigned directly.

We wish you all the best for your future endeavours.

For **Ultramarine & Pigments Ltd.**,


Madhukar V
Vice President – HR & Admin



28/11/2025

28.11.2025

Annexure A
SERVICE CERTIFICATE

Name	DEVENDRA KUMAR PM
Employee Code	U00784
Designation	Executive
Department	HR & Admin
Location	Ambattur
Date of Joining	22.05.2024
Date of Resignation	27.10.2025
Date of Relieving	28.11.2025
Reason for Leaving	Personal
Conduct & Character	Good
Last Drawn CTC (Per Annum)	Rs. 3,32,640/-

Based on the understanding with our competitors, you are not expected to join the following companies – Heubach, Vibrantz Technologies, Sudharshan Chemicals, RS Pigments, Ashoka Pigments, Ventor Pigments and its allied / subsidiaries / group companies.

For **Ultramarine & Pigments Ltd.**,


Madhukar V
Vice President – HR & Admin

