

HEALTHIUM MEDTECH LTD

Healthium



Employee Information



Personal Information

Full Name: Devendra Kumar PM
First Middle Last

Permanent Address: 1/199, Gokul Nagar
House No. Street Name

Sempatti, Pachamalayankottai, Dindugal, TN-
City State ZIP Code 624707

Home Phone: 9788287228 Alternate Phone: _____

Present Address: Same as above.
House No. Street Name

City State ZIP Code

Gender (M/F): Male

Mobile: 9788287228

Email: talktodevendra199@gmail.com

Birth Date: 26/09/1999

Spouse's Name: -

Nationality: Indian

Passport No.: V8881945 Expiry date: 27/06/2032

Marital Status: Single
(Single/Married/Divorced/Widowed)

Blood Group: A+ve

Emergency Contact Information

Full Name: Kousalya PM
First Middle Last

Address: 1/199, Gokul Nagar, Sempatti,
House No. Street Name

Pachamalayankottai, Dindugal, TN - 624707
City State ZIP Code

Primary Phone: 99526102112 Alternate Phone: 7530068646.

Relationship: Sister

Academic Qualification

	Institution	Year(From & To)	Main Subjects	Score %
10 th Std.	Kikani Vidya Mandir	2015 - 16	English, Tamil, Maths, Social Science	7.4 CGPA
Graduation BA (UG)	JHA Agarsen College	2018 - 21	Criminology & Police Admins.	72%
Post-Graduation MSW	University of Madras	2022 - 24	Human Resource	81.2%

Family Background

Relationship	Name	Occupation	Dependent or not
Father	Munniyandi . P	(Passed away)	-
Mother	Rani.	House wife	Dependent
Spouse	-		
Child1	-		
Child 2	-		
Others	-		

Work Experience (Kindly Start with the most recent employer)

Name of the company	Designation	From (Date)	To (Date)	Reporting To	Salary last drawn	Reason for leaving
Ultramarine & Pigments Ltd	Executive HR	22/05/2024	28/11/2025	Madhukar VP-HR	332640	Personal as Career Growth

Job Information-HMPL (To be filled by HR Rep)

Title: _____ Employee ID: _____

Supervisor: _____ Department: _____

Work Location: _____ Email: _____

Joining Date: _____ Designation: _____

Aadhar No.: _____ PAN: _____

Bank Name: _____ Account No.: _____

Branch: _____ IFSC Code: _____

Name: _____

Date: _____

Signature: _____

Place: _____

Self-Declaration form

Date: - 15 / 12 / 2025

1) Are any of your family members or relatives working in Healthium Group of Companies?

Yes

☐

No

☒

If Yes, please mention Name and Department: _____

I _____ S/o, D/o, W/o _____, Age _____, Resident of _____, Aadhar card no. _____, do hereby solemnly state that none of my family members or relatives is working in Healthium Group of Companies.

2) Are there any criminal proceedings or FIR against you?

Yes

☐

No

☒

If Yes, please mention details - _____

3) Do you have any person in your family or first line of relative who is involved with the sales or any kind of business with Healthium or to Healthium.

Yes

☐

No

☒

If Yes, please mention details - _____

4) Are any of your family members into similar or related business?

Yes

☐

No

☒

If Yes, please mention details - _____

These information is only for our records and will not be shared to anyone outside of Healthium.

I hereby confirm and declare that I have furnished my Know Your Customer (KYC) details, inclusive of my Permanent Account Number (PAN) and Aadhaar, to the company for statutory registration purposes and other HR-related requirements. I grant my explicit consent for the Company to share this information solely for statutory purposes. I affirm that I possess the right and obligation to update the provided documents in the event of any changes and to request the replacement of data. I further acknowledge that the information provided above is accurate and complete to the best of my knowledge and belief.

Place: Society .
15/12/2025

NOMINATION AND DECLARATION FORM FOR UNEXEMPTED/EXEMPTED ESTABLISHMENTS

Declaration and Nomination Form under the Employees Provident Funds and Employees Pension Schemes
(Paragraph 33 and 61 (1) of the Employees Provident Fund Scheme 1952 and Paragraph 18 of the Employees Pension Scheme 1995)

1. Name (IN BLOCK LETTERS): DEVENDRA KUMAR PM
 Name Father's / Husband's Name Surname
 2. Date of Birth: 26/09/1999 3. Account No. _____
 4. *Sex: MALE/FEMALE: MALE 5. Marital Status: SINGLE
 6. Address Permanent / Temporary: 1/199, Gokul Nagar, Serrupattin Pachamallayan
Dindugal, TN - 624707 Kottai

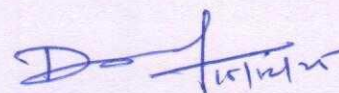
PART - A (EPF)

I hereby nominate the person(s)/cancel the nomination made by me previously and nominate the person(s) mentioned below to receive the amount standing to my credit in the Employees Provident Fund, in the event of my death.

Name of the Nominee (s)	Address	Nominee's relationship with the member	Date of Birth	Total amount or share of accumulations in Provident Funds to be paid to each nominee	If the nominee is minor name and address of the guardian who may receive the amount during the minority of the nominee
1	2	3	4	5	6
Rani	Dindugal	Mother	02/11/1966	100%	-

1. *Certified that I have no family as defined in para 2 (g) of the Employees Provident Fund Scheme 1952 and should I acquire a family hereafter the above nomination should be deemed as cancelled.
2. *Certified that my father/mother is/are dependent upon me.

Strike out whichever is not applicable



Signature/or thumb impression
of the subscriber

PART - (EPS)

Para 18

I hereby furnish below particulars of the members of my family who would be eligible to receive Widow/Children Pension in the event of my premature death in service.

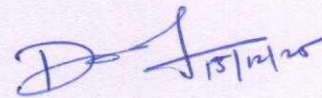
Sr. No	Name & Address of the Family Member	Age	Relationship with the member
(1)	(2)	(3)	(4)
1.	Rani Dindugal	60	Mother

Certified that I have no family as defined in para 2 (vii) of the Employees's Family Pension Scheme 1995 and should I acquire a family hereafter I shall furnish Particulars there on in the above form.

I hereby nominate the following person for receiving the monthly widow pension (admissible under para 16 2 (a) (i) & (ii) in the event of my death without leaving any eligible family member for receiving pension.

Name and Address of the nominee	Date of Birth	Relationship with member
Rani 1/199, Gokul Nagar, Sempatti, Pachamalayankottai, Dindugal - 624707	02/11/1966	Mother.

Date 15/12/2025



Signature or thumb impression
of the subscriber

CERTIFICATE BY EMPLOYER

Certified that the above declaration and nomination has been signed / thumb impressed before me by Shri / Smt./ Miss _____ employed in my establishment after he/she has read the entries / the entries have been read over to him/her by me and got confirmed by him/her.

Date : _____

Signature of the employer or other authorised officer of
the establishment

Name & address of the Factory /Establishment

Place :

Date :

EMPLOYEES' PROVIDENT FUND ORGANISATION
Employees' Provident Funds Scheme, 1952 (Paragraph 34 & 57) &
Employees' Pension Scheme, 1995 (Paragraph 24)

(Declaration by a person taking up employment in any establishment on which EPF Scheme, 1952 and /or EPS, 1995 is applicable)


1.	Name of the member	DEVENDRA KUMAR PM
2.	Father's Name <input checked="" type="checkbox"/> Spouse's Name <input type="checkbox"/> (Please tick whichever is applicable)	MUNIYANDI P
3.	Date of Birth: (DD / MM / YYYY)	26/09/1999
4.	Gender: (Male/Female/Transgender)	MALE
5.	Marital Status: (Married/Unmarried/Widow/Widower/Divorcee)	UNMARRIED
6.	(a) Email ID: (b) Mobile No.:	talktodevendra199@gmail.com 9788287228
7.	Whether earlier a member of Employees' Provident Fund Scheme, 1952	YES <input checked="" type="checkbox"/> Yes / No
8.	Whether earlier a member of Employees' Pension Scheme, 1995	YES <input checked="" type="checkbox"/> Yes / No
9.	Previous employment details: [if Yes to 7 AND/OR 8 above]	
	a) Universal Account Number:	102089660490
	b) Previous PF Account Number:	
	c) Date of exit from previous employment: (DD/MM/YYYY)	
	d) Scheme Certificate No. (if issued)	
10.	e) Pension Payment Order (PPO) No. (if issued)	
	a) International Worker:	NO <input checked="" type="checkbox"/> Yes / No
	b) If yes, state country of origin (India/Name of other country)	INDIA
	c) Passport No.	Y8881945
	d) Validity of passport [(DD/MM/YYYY) to (DD/MM/YYYY)]	27/06/2022 to 27/06/2032
11.	KYC Details: (attach self attested copies of following KYCs)	
	a) Bank Account No. & IFS Code	041901000111521 & IOB40000419
	b) AADHAR Number	3872 9801 5608
	c) Permanent Account Number (PAN), if available	EPTPD5245C

UNDERTAKING

- 1) Certified that the particulars are true to the best of my knowledge.
- 2) I authorize EPFO to use my Aadhar for verification/authentication/eKYC purpose for service delivery.
- 3) Kindly transfer the funds and service details, if applicable, from the previous PF account as declared above to the present P.F. Account.
(The transfer would be possible only if the identified KYC detail approved by previous employer has been verified by present employer using his Digital Signature Certificate)
- 4) In case of changes in above details, the same will be intimated to employer at the earliest.

Date: 15/12/2025

Place: Society



Signature of Member

DECLARATION BY PRESENT EMPLOYER

- A. The member Mr./Ms./Mrs. has joined on and has been allotted PF Number
- B. In case the person was earlier not a member of EPF Scheme, 1952 and EPS, 1995:
- **(Post allotment of UAN)** The UAN allotted for the member is
 - **Please Tick the Appropriate Option:**
The KYC details of the above member in the UAN database
 - ☐ Have not been uploaded
 - ☐ Have been uploaded but not approved
 - ☐ Have been uploaded and approved with DSC
- C. In case the person was earlier a member of EPF Scheme, 1952 and EPS, 1995:
- The above PF Account number/UAN of the member as mentioned in (A) above has been tagged with his/her UAN/Previous Member ID as declared by member.
 - **Please Tick the Appropriate Option:-**
 - ☐ The KYC details of the above member in the UAN database have been approved with Digital Signature Certificate and transfer request has been generated on portal.
 - ☐ As the DSC of establishment are not registered with EPFO the member has been informed to file physical claim (Form

APPENDIX

The Trustees

.....
.....
.....

Dear Sirs,

I Devendra Kumar PM a Member of the Healthium Medtech Limited
..... the Group Gratuity Scheme hereby agree to
abide by the Rules of the said Scheme and do also hereby appoint in terms of Rule 18 of the Rules, the
Nominee/s mentioned hereunder to receive the benefits, payable under the Scheme, in the event of my death
before that amount becomes payable and having become payable has not been paid.

I hereby direct that the benefits under the Scheme, payable in respect of me shall be paid to the said
Nominee/s in proportion indicated against their respective names as given below:

Sl.No	Name in full with full Address of Nominee/s (Employee)	Relationship with the Member	Age of Nominee/s	Portion by which gratuity will be shared by each Nominee
1.	<u>Rani</u> <u>1/199, Gokul Nagar,</u> <u>Sempatti,</u>	<u>Mother</u>	<u>60</u>	<u>100%.</u>
	<u>Pachamalayankottai</u> <u>Dindugal - 624707</u>			

I hereby certify that the person(s) mentioned herein above is/are y/wife/children/lawfully
adopted child/dependent parents/husband.

I hereby declare that I have no family and should I acquire family hereafter the appointment of Nominee
made hereunder should be deemed as cancelled.

My father/mother/parents/sister(s)/minor brother(s) is /are not dependent on me.

My husband's father/mother/parents/is/are not dependent on me.

I also declare that this appointment of Nominee/s made herein shall have the effect of my revoking
the appointment of Nominee/s made by me earlier.

I GIVE BELOW THE PARTICULARS ABOUT MYSELF:

- Full Name.....Devendra Kumar PM.....
- Sex Male.....3. Religion Hindu.....
4. Father's Name Muniyandi . P.....
5. Husband's Name
(For married women only)

6. Marital Status Single (unmarried) (Whether married, unmarried, widow or widower). ☒

7. Date of Birth 26/09/1999

8. Permanent Address 1/199, Gokul Nagar, Sempatti, Dindugal - 624707

Signed at Sivacity this 15 day of Dec 2025 01

Signature of Member (Employee)

[Signature]
Signature

TWO WITNESSES TO THE SIGNATURE

Name

Address

1.

2.

Certified that the above appointment of Nominee has been signed by Shri/Shrimati.....

..... before me after he/she has read the entries/the entries have been read to him/her by me AND that the said appointment of Nominee is recorded under the Scheme on

Signature of Trustee/s
FOR SELF AND CO-TRUSTEES OF

Please

Date

Group Gratuity Scheme

NOTE:

1. Where an Employee/Member has a family at the time of appointing a Nominee, the Nomination should be made in favor of members of his family only. Any Nomination made by such employee in favor of any other person not belonging to his family shall be invalid.
2. An appointment of Nominee made by the member may be changed at any time after giving a written notice to the Trustees of his intention to do so. If the Nominee predeceases the Member (Employee), the interest of the Nominee shall revert to the Member (Employee) or his estate.
3. The appointment of the Nominee or any change thereof made from time to time shall take effect to the extent it is valid on the date on which it is received by the Trustees.
4. For the purpose of the Scheme, Family means Member's (Employee's) spouse, legitimate children/steps children, sisters and minor brothers dependents upon him.

HEALTHIUM MEDTECH LTD

NOMINATION OF A BENEFICIARY FOR ALL DUES TO EMPLOYEE

To,

Healthium Medtech Ltd.

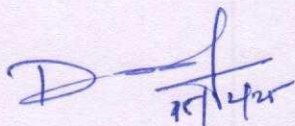
I, Devendra Kumar PM, an employee of Healthium Medtech Ltd.

Hereby nominate Rani whose details are given below as the sole person to whom all due accrued to me against Salary/ Bonus/ Ex gratia / Travel/ any other payments, shall be payable by the Company in the event of my death while in the service of the Company.

1. Name of Nominee : Rani
2. Address of Nominee : 1/199, Gokul Nagar, Sempatti, Pachamalayankott.
3. Relationship with me : Dindugal - 624707
Mother.

If the age of the nominee on the date when the form is completed is less than 21 years, the following must also be completed.

1. Name of his/her Guardian : Nil
2. Address of Guardian : Nil
3. Relationship with Nominee : Nil
4. Guardian's Signature : Nil



(Signature of Employee)

Date: 15/12/2025

NOTE: 1. Please intimate HR Dept. in case of change in beneficiary.



HEALTHIUM MEDTECH LTD

Details of Employee & Family members to cover under Medical Insurance

Emp No	Name	Date of Birth	Relationship with Employee
	Devendra Kumar PM	26/09/1999	Self.

Date: 15/12/2025

Signature of the Employee

Options to cover self & family members (maximum coverage to 4 members only, including employee)-

1. Employee, Spouse & two children only or
2. Employee.

EMPLOYEE CONFIDENTIALITY AND NON-COMPETE AGREEMENT

This **EMPLOYEE CONFIDENTIALITY AND NON-COMPETE AGREEMENT** IS EXECUTED AT BANGALORE ON THIS THE 15th DAY BY & BETWEEN Dec 2025

- (1) **M/s. HEALTHIUM MEDTECH** Limited, a Company incorporated in India under the provisions of the Companies Act, 1956 and having its registered office is at 472-D, 13th Cross, IV Phase, Peenya Industrial Area, Bangalore – 560 058, hereinafter referred to as the **Company** duly represented by its **Authorized Signatory and Group Chief Human Resources Officer Mr. Vinod Thoompunkal Varghese** (which expression shall, unless it be repugnant to the context or meaning thereof, be deemed to mean and include its successors and permitted assigns) of the **FIRST PART**;

AND

Devendra
Mr./Ms. Kurran PM is an individual residing at 1/199, Gokul Nagar,
Sempatti, Dindugal, Tamilnadu - 624707

hereinafter referred to as the **Employee** of the **SECOND PART**.

WHEREAS:

- A. The Company and the Employee desire to enter into an agreement, embodying certain terms pertaining to Non-Competition: Confidentiality: Non-Solicitation and Ownership of Developments in relation to the employment of the Employee with the Company;
- B. The Company and the Employee agree that the Employee will have a prominent role in the management of the business, and the development of goodwill of the Company and its affiliates, and will establish and develop relations and contacts with the principal customers and suppliers of the Company and its affiliates, in India and the rest of the world, all of which constitute valuable goodwill of, and could be used by the Employee to compete fairly with, the Company and its affiliates;
- C. The covenants and restrictions contained in Section 5 (*Non-competition, Confidentiality; Non-Solicitation and Ownership of Developments.*) are intended to protect the legitimate interests of the Company and its affiliates in their respective goodwill, trade secrets and other confidential and proprietary information; and the Employee desires to be bound by such covenants and restrictions;

Healthium Medtech Limited

NOW, THEREFORE, in consideration of the mutual covenants herein contained and for other good, valid and valuable consideration, the Company and the Employee hereby agree as, follows:

1. Employment Period

The period during which the Employee is employed shall be referred to as the **Employment Period**.

2. Position and Duties.

2.1. Titles and Duties. During the Employment Period, the Employee shall serve as an Executive ^{HR} of the Company and in such other position or positions with the Company or any of its affiliates consistent with the foregoing, as the Board of Directors of the Company (the **Board**) may from time to time specify. During the Employment Period, the Employee shall have the duties, responsibilities and obligations customarily assigned to individuals serving in the position or positions in which the Employee serves hereunder and such other duties, responsibilities and obligations consistent with such positions as the Board may from time to time specify. The Employee shall devote all of his full business time to the services required of him hereunder, except for vacation time and reasonable periods of absence due to sickness, personal injury or other disability, and shall use his best efforts, judgment, skill and energy to perform the duties of his employment in a manner consonant with his position and to improve and advance the business and interests of the Company and its affiliates. The Employee represents that compliance by him with the terms and conditions of this Agreement will not conflict with or result in the breach of any other agreement to which he is a party or by which he may be bound.

2.2. For the purposes of this Agreement, the word **affiliate** shall mean, in relation to any person or entity, any entity controlled, directly or indirectly, by that person or entity, any entity that controls, directly or indirectly, that person or entity, or any entity under common control with that person or entity or, in the case of a natural person, any **relative** (as such term is defined in the Companies Act, 1956 (the **Act**)) of such person. For the purpose of this definition:

- (a) **control** means the power to direct the management and policies of an entity whether through the ownership of voting capital, by contract or otherwise, and
- (b) A holding or subsidiary company of any entity shall be deemed to be an affiliate of that entity;

3. Compensation.

3.1. The Employee confirms that the remuneration received by the Employee under the terms of his employment is adequate consideration for the covenants of the Employee hereunder.

Healthium Medtech Limited

4. Definitions

4.1. For purposes of Section 5 below, the following terms shall have the meanings ascribed to them below:

Cause: The termination of the Employee's employment by the Company or by any affiliate of the Company that employs such individual (or by the Company on behalf of any such affiliate) shall be deemed to be for **Cause** if such termination is due to the Employee's (a) refusal or neglect to perform substantially his employment-related duties, (b) personal dishonesty, incompetence, willful misconduct, or breach of fiduciary duty, (c) conviction of or entering a plea of guilty to any criminal offence or his willful violation of any applicable law, rule or regulation (other than a traffic violation or similar offense or violation outside of the course of employment which in no way adversely affects the Company or its reputation or the ability of the Employee to perform his employment-related duties or to represent the Company) or (d) breach of Section 5 hereof, and/ or of any other written covenant entered into with the Company or its affiliates, agreeing not to disclose any information pertaining to the Company or any such affiliate or not to compete or interfere with the Company or such affiliate.

Disability or Disabled: The termination of the employment of the Employee by the Company or any of its affiliates that employs such individual (or by the Company on behalf of any such affiliate) shall be deemed to be by reason of a **Disability** if, as a result of the Employee's incapacity due to reasonably documented physical or mental illness, the Employee shall have been unable for more than six months, within any twelve-month period, to perform his duties with the Company or any affiliate that employs such individual on a full-time basis and within 30 (thirty) days after written notice of termination has been given to the Employee, the Employee shall not have returned to the full time performance of his duties. The date of termination in the case of a termination for **Disability** shall be deemed to be the last day of the aforementioned thirty-day period.

Good Reason: The termination of the Employee's employment with the Company or any of its affiliates that employs the Employee shall be for **Good Reason** if the Employee voluntarily terminates his employment with the Company or any such affiliate as a result of either of the following:

without the Employee's prior written consent, a significant reduction by the Company or any such affiliate of his current salary, other than any such reduction which is part of a general salary reduction or other concessionary arrangement affecting all employees or affecting the group of employees of which the Employee is a member (after receipt by the Company of written notice and a twenty-day cure period); or

Healthium Medtech Limited

- (a) the taking of any action by the Company or any such affiliate that would substantially diminish the aggregate value of the benefits provided to him under the Company's or such affiliate's accident, disability, life insurance and any other employee benefit plans in which he was participating on the date of the execution of this Agreement, other than any such reduction which is (i) required by law, (ii) implemented in connection with a general concessionary arrangement affecting all employees or affecting the group of employees of which the Employee is a member or (iii) generally applicable to all beneficiaries of such plans (after receipt by the Company of written notice and a twenty-day cure period).
 - (b) The Employee being of the opinion that there does not exist an atmosphere conducive for the effective discharge of his duties as an _____ operation and/or employee of the Company.
- 4.2. Full Discharge of Company Obligations. The payment of the amounts payable to the Employee under the terms of his employment and following termination of his employment shall be in full, final and complete satisfaction of the Employee's rights under this Agreement and any other claims that he may have in respect of his employment or termination of employment with the Company or any of its affiliates. Such amounts shall constitute liquidated damages with respect to any and all such rights and claims and, upon the Employee's receipt of such amounts, the Company and its affiliates shall be released and discharged from any and all liability to the Employee in connection with this Agreement or otherwise in connection with the Employee's employment or termination of employment with the Company and its affiliates.
5. Non-Competition: Confidentiality: Non-Solicitation and Ownership of Developments.
- 5.1. The Employee shall during the term of this Agreement and for a period of 24 months (Two) year thereafter shall not solicit or attempt to influence any person employed or engaged by the Company or its affiliate companies (whether as a service provider, advisor or in any other manner) to terminate or otherwise cease such engagement with the Company or become a service provider of or directly or indirectly offer services in any form or manner to any other company, person or entity which is conflicting to the interests of the Company. You agree to indemnify the Company in respect of any loss that may be caused as a result of a breach of this clause. The Employee shall except on behalf of the Company, canvass or solicit business or custom for goods of a similar type to those being manufactured or dealt in or for services similar to those being provided by the Company from any Person who is a customer of the Company. The Employee shall not induce or attempt to induce any supplier of the Company to cease to supply, or to restrict or vary the terms of supply to, the Company or otherwise interfere with the relationship between such a supplier and the Company (save and except actions taken by the Employee during the course of his employment with the Company in exercise of his power and authority as an employee of the Company and in, what he reasonably believes to be, in the interest of the Company).

Healthium Medtech Limited

- 5.2. Confidentiality. Without the prior written consent of the Board, except to the extent required by applicable law, rule, regulation or court order (in which case, the Employee shall forthwith intimate the Company of the same), the Employee shall not disclose any trade secrets, customer lists, drawings, designs, information regarding product development, marketing plans, sales plans, manufacturing plans, management organization information (including data and other information relating to members of the Board or management), operating policies or manuals, business plans, financial records, any trade name used by the Company or any affiliate of the Company, or any other name calculated or likely to be confused with such a trade name, packaging design or other financial, commercial, business or technical information relating to the Company or any of its affiliates or information designated as confidential or proprietary that the Company or any of its affiliates may receive belonging to suppliers, customers or others who do business with the Company or any of its affiliates (collectively, **Confidential Information**) to any third person unless such Confidential Information has been previously disclosed to the public by the Company or is in the public domain (other than by reason of the Employee's breach of this Section 5).
- 5.3. Company Property. Promptly following the Employee's termination of employment, the Employee shall return to the Company all property of the Company or any of its affiliates, and all copies thereof (in whatever media) in the Employee's possession or under his control.
- 5.4. Non-Solicitation of Employees. Except during the Employment Period and in connection with the performance of his duties hereunder, during the Employment Period and the Restriction Period, the Employee shall not, directly or indirectly, induce any employee of the Company or any of its affiliates to terminate employment with such entity, and shall not directly or indirectly, either individually or as owner, agent, employee, consultant or otherwise, employ, offer employment to or otherwise interfere with the employment relationship of the Company or any of its affiliates with any person who is or was employed by the Company or such affiliate unless, at the time of such employment, offer or other interference, such person shall have ceased to be employed by such entity for a period of two years (2) provided that, nothing in this Section 5 shall preclude the Employee from placing advertisements during the Restriction Period in periodicals of general circulation soliciting persons for employment or from employing any person who comes to the Employee solely in response to such advertisements.
- 5.5. Non-Solicitation of Customers. Except during the Employment Period and in connection with the performance of his duties hereunder, during the Employment Period and the Restriction Period, the Employee shall not solicit or otherwise attempt to establish for himself or any other Person any business relationship with any Person which is, or during the two year period preceding the date the Employee's employment terminates was, a customer, client or distributor of the Company or any of its affiliates.

Healthium Medtech Limited

- 5.6. Ownership of Developments. The Employee hereby agrees that the Company shall own all right, title and interest in and to all ideas, programs, systems, processes, discoveries, inventions and information whether or not patentable or copyrightable, which the Employee, either alone or jointly with others, conceives, makes, develops, acquires or reduces to practice, in whole or in part, during the Employment Period which are unique to the Company's business or are used by the Company, or arise out of or in connection with the duties performed by the Employee hereunder (collectively **Developments**). Subject to the foregoing, the Employee will promptly and fully disclose to the Company, or any Persons designated by it, any and all Developments conceived, made, developed, learned or reduced to practice by the Employee, either alone or jointly with others during the Employment Period. The Employee hereby assigns all right, title and interest in and to any and all of these Developments to the Company. The Employee shall further assist the Company, at the Company's expense, to further evidence, record and perfect such assignments, and to perfect, obtain, maintain, enforce, and defend any rights specified to be so owned or assigned. The Employee hereby irrevocably designates and appoints the Company and its agents as attorneys-in-fact to act for and in the Employee's behalf to execute and file any document and to do all other lawfully permitted acts to further the purposes of the foregoing with the same legal force and effect as if executed by the Employee.
- 5.7. Injunctive Relief with Respect to Covenants. The Employee acknowledges and agrees that the covenants and obligations of the Employee with respect to non-competition, non-solicitation, confidentiality and Company property relate to special, unique and extraordinary matters and that a violation or threatened violation of any of the terms of such covenants or obligations will cause the Company irreparable injury for which adequate remedies are not available at law. Therefore, the Employee agrees that the Company shall be entitled to an injunction, restraining order or such other equitable relief (without the requirement to post bond (if applicable)) restraining the Employee from committing any violation of the covenants or obligations contained in this Section 5. These injunctive remedies are cumulative and are in addition to any other rights and remedies that the Company may have in law or in equity. In connection with the foregoing provisions of this Section 5, the Employee represents that his economic means and circumstances are such that such provisions will not prevent him from providing for himself and his family on a basis satisfactory to him.
- 5.8. Employee acknowledges and agrees that all Intellectual Property authored, generated, conceived, or reduced to practice by Employee, alone or in conjunction with others, while employed by the Company and for a period of 24 months thereafter, shall be the sole and exclusive property of the Company and are considered "works made for hire", the rights over which vest with the Company as the first owner of copyright, by operation of law in view of absence of agreement to the contrary. To the extent that any Intellectual Property may not be considered a "work made for hire", Employee hereby assigns to the Company such Intellectual Property and all rights therein, except those Intellectual Property, if any, the assignment of which is prohibited by law. Employee further agrees that the time period for effective exercise of the assigned copyrights (two years

Healthium Medtech Limited

from the date of assignment) set forth in Section 19(4) of The Indian Copyright Act, 1957, does not apply to the assignments of the copyrights contemplated in this clause. Therefore, such assignment of copyrights will be deemed to extend into perpetuity, without a pre-determined lapsing period, unless otherwise agreed separately in writing by Employee and the Company.

6. Miscellaneous.

Amendments. This Agreement may not be amended, modified or supplemented except by a written instrument signed by each of the parties hereto.

- 6.1. Succession and Assignment. The provisions of this Agreement shall be binding upon and inure to the benefit of the parties hereto and their respective heirs, legal representatives, successors and assigns, provided that the Company may not assign this Agreement or any of its rights, interests, or obligations hereunder without the consent of the Employee and provided further the Employee may not assign this Agreement nor his rights, interests, or obligations hereunder.
- 6.2. Survival. Section 5 (*Non-Competition: Confidentiality: Non-Solicitation and Ownership of Developments*) and 6 (*Miscellaneous*) shall survive the termination hereof, whether such termination shall be by expiration of the Employment Period, an early termination or otherwise.
- 6.3. Governing Law and Dispute Resolution. This Agreement and the rights and obligations of the parties hereunder shall be governed by, construed and interpreted in accordance with, the laws of India. Any dispute, controversy or claim arising out of, relating to, or in connection with this Agreement, or the breach, termination or validity hereof, shall be finally settled exclusively by arbitration in India in accordance with the Indian Arbitration and Conciliation Act, 1996. The arbitral panel shall consist of two arbitrator(s) to be appointed in accordance with the provisions of the Indian Arbitration and Conciliation Act, 1996. Any arbitral award shall be final and binding on the parties hereto. The venue of the arbitration shall be Bangalore. The language of the arbitration shall be English.
- 6.4. Invalidity of Provision: Reformation. The invalidity or unenforceability of any provision of this Agreement in any jurisdiction shall not affect the validity or enforceability of the remainder of this Agreement in that jurisdiction or the validity or enforceability of this Agreement, including that provision, in any other jurisdiction. It is expressly understood and agreed that although the Employee and the Company consider the restrictions contained in Sections 5 and 6 to be reasonable, if a final determination is made by an arbitrator, to whom the parties hereto have assigned the matter, that any restriction contained in this Agreement is an unenforceable restriction against the Employee, the provisions of this Agreement shall not be rendered void but shall be reformed to apply as to such maximum time and to such maximum extent as such arbitrator may determine or indicate to be enforceable.

Healthium Medtech Limited

Alternatively, if such arbitrator finds that any restriction contained in this Agreement is unenforceable, and such restriction cannot be reformed so as to make it enforceable, such finding shall not affect the enforceability of any of the other restrictions contained herein.

- 6.5. Waiver. Waiver by any party hereto of any breach or default by the other party of any of the terms of this Agreement shall not operate as a waiver of any other breach or default, whether similar to or different from the breach or default waived. No waiver of any provision of this Agreement shall be implied from any course of dealing between the parties hereto or from any failure by either party hereto to assert its rights hereunder on any occasion or series of occasions.
- 6.6. Notices. All notices, requests, demands, waivers and other communications required or permitted to be given under this Agreement shall be in writing and shall, be deemed to have been duly given if (a) delivered personally, (b) mailed, certified or registered mail with postage prepaid, (c) sent by next-day or overnight mail or delivery or (d) sent by fax, as follows, return receipt requested, and shall be addressed as follows (or to such other address as the party entitled to notice shall hereafter designate in accordance with the terms hereof):

If to the Company:

Address: Healthium Medtech, 472-D, 13 Cross, 4th Phase, Peenya Industrial Area, Bangalore, India- 560 058

Fax: +91-80-41171056

Attention: Head- HR

If to the Employee Address:

All such notices, requests, demands, waivers and other communications shall be deemed to have been received (a) if by personal delivery on the day after such delivery, (b) if by certified or registered mail, on the fifth business day after the mailing thereof, (c) if by next-day or overnight mail or delivery, on the day delivered or (d) if by fax, on the next day following the day on which such fax was sent, provided that a copy is also sent by certified or registered mail and shall be effective upon such receipt.

The parties hereto understand that some confidential information may be transmitted over electronic mail and there are risks associated with the use of electronic mail, which can include the risk of interception, breach of confidentiality, alteration, loss or a delay in transmission, and

Healthium Medtech Limited

that information sent by this means may be susceptible to forgery or distortion and agree to accept the risks of distribution by electronic mail.

- 6.7. Headings. The headings to Sections in this Agreement are for the convenience of the parties only and shall not control or affect the meaning or construction of any provision hereof.
- 6.8. Counterparts. This Agreement may be executed in any number of counterparts, each of which shall be deemed an original but all of which together shall constitute one and the same instrument.
- 6.9. Entire Agreement. This Agreement constitutes the entire agreement and understanding of the parties hereto with respect to the matters referred to herein. This Agreement supersedes all prior agreements and understandings among the parties with respect to such matters. The Employee acknowledges that he is entering into this Agreement of his own free will and accord without any duress, and that he has been represented and fully advised by competent counsel in entering into this Agreement, that he has read this Agreement and that he understands it and its legal consequences.

AS WITNESS this Agreement has been signed by the duly authorised representatives of the parties the day and year first before written.

Vinod J Narghese

SIGNED on behalf of Healthium Medtech Ltd

SIGNED by Employee

[Signature]

Date :- 15/12/2025

Healthium Medtech Limited

Corporate Office: Healthium Medtech Ltd, 8th Floor, Incubex Workspaces, Brigade Triumph, Dasarahalli Main Road, Sector - B, Hebbal, Bengaluru, Karnataka - 560092, India.
Registered Office: 472/D, 13th Cross, 4th Phase, Peenya Industrial Area, Bengaluru, Karnataka - 560 058, India. | Tel: +91 80 4186 8000 | Email: care@healthiummedtech.com
www.healthiummedtech.com | CIN : U03311KA1992PLC013831