

Sikha Mahajan
257836

UST/HR/RL/26/257836

31 March 2026

RELIEVING LETTER

Dear Sikha Mahajan,

This is to confirm that your resignation dated **12 March 2026** has been accepted. Your last working day at US Technology International Pvt. Ltd (the “**Company**”) is **31 March 2026** (the “**Last Working Day**”) The necessary intimation of termination of employment has been sent to all the departments to initiate the process for settlement. The Company will compute salary and the eligible leave encashment, if any, due and payable to you as on Last Working Day (the Settlement Consideration), as well as amounts due from you to the Company. Your full and final settlement will be subject to payment of Settlement Consideration by the Company and payment by you to the Company of all pending dues from your side, fulfilment of all non-financial obligations and execution of a contract in full and final settlement between you and the Company.

The payment of the Settlement Consideration in full and final settlement will release and forever discharge the Company, its parent company, subsidiaries, Affiliated companies, representative office and each of their directors, officers, successors, employees, agents, representatives and assigns (the “**Released Parties**”) from any and all claims, actions or causes of action of any nature whatsoever, including but not limited to those being directly or indirectly related to your employment with the Company or your resignation from employment.

Upon execution of the full and final settlement contract, the Company shall issue an experience certificate to you.

The capitalized terms, unless defined herein shall have the same meaning as used in your Employment Agreement.

Since you are ceasing your employment with the Company, you should be aware of the binding obligations that survive the termination of your employment as stated in the Employment Agreement executed between you and the Company. Such obligations include, but are not limited to, the following:

1. Confidentiality

- 1.1 You shall, at all times, hold in strictest confidence and not use or discuss with any person, firm or corporation, any trade secrets, Confidential Information, data or proprietary information relating to products, processes, know-how, formulas, developmental or experimental work, computer programs, data bases, other original works of authorship, customer lists, business plans, financial

information or other subject pertaining to any business of the Company or any of its clients, consultants or licensees which you may have received during your employment with the Company. You shall not try to duplicate or reproduce any Confidential Information and proprietary information in any manner. Confidential Information or Proprietary Information as used here in shall have the same meaning as used in your Employment Agreement and shall include all information that is considered confidential as per Company's Agreements with its clients.

- 1.2 During the term of your employment, you would have come in possession of Confidential Information and Proprietary information which the Company would have received from third parties subject to a duty on the Company's part to maintain the confidentiality of such information. You shall, at all times, owe the Company and such third parties a duty to hold all such Confidential Information or Proprietary information in the strictest confidence and not to disclose it to any person, firm or corporation.
- 1.3 You should be aware that any transfer of data or Confidential Information from the computers of the Company or its client or vendors to your personal mailbox, personal repositories, emails or opensource communities or any storage device or computers or to any other unauthorized third parties is a violation of Employment Agreement and other Agreements signed by you. Company shall initiate legal proceedings including criminal prosecution, if you are suspected to have committed any such activity. Any violation discovered, will be included in Background Verification Reports, if any, at the discretion of the Company.
- 1.4 You shall not use credentials like user name, passwords or VPN credentials or any privilege or access granted by virtue of your employment with the company (the "Credentials") to access any system of the Company or its Client's or third parties or download any information from systems of the Company or its client or of a third party, after you are relieved by the Company or removed from the Client's account, irrespective of whether the Credentials remains active. You shall inform the Company immediately upon realizing that any such Credential is active.
- 1.5 However, you may disclose Confidential Information where ordered to do so, by any Government Authority, judicial or quasi-judicial authority; provided however, you shall in such a case give the Company a reasonable notice of any prospective disclosure and shall assist the Company in obtaining an exemption or protective order preventing such disclosure.

2. Non-Disparagement and Restriction on Publication

- 2.1. You shall not communicate with the media in relation to the Company or its affairs, without obtaining a specific prior written permission from the Company.
- 2.2. You shall not make or publish any false, disparaging, defamatory, accusatory, or derogatory remarks or references of the Company, its Affiliates, directors, officers or employees or otherwise disparage the reputation of the Company or any such persons or otherwise take any such action that might reasonably be expected to cause damage or harm to the Company or any Affiliate or their employees.

3. Return of Company Property

- 3.1 You shall deliver to the Company (and not keep in your possession or deliver to anyone else) any and all devices, books, tools, records, data, notes, reports, proposals, lists, correspondences, specifications, drawings, blueprints, sketches, materials, equipment, accessories, formulas, other documents or property or any other Proprietary Information or reproductions of any aforementioned items belonging to the Company, its successors or assigns or otherwise destroy the aforementioned if the property is determined by the Company as not capable of being returned.
- 3.2 Confidential Information shall always be and remain the sole property of Company for its sole and exclusive use and benefit. You shall return to the Company or to its nominees, Confidential Information, including copies thereof irrespective of storage or presentation medium, including all electronic and hard copies thereof, and any other material containing or disclosing any Confidential Information which is in your possession, power and control.
- 3.3 Any and all of the Company's Property, Confidential Information and any other proprietary material of the Company acquired by or in your possession, shall be returned to the Company.

4. Non-Solicitation of Employees & Non-compete

- 4.1 You shall not for a period of one (1) year from the date of this letter, directly or indirectly, alone or as a partner, Affiliate, shareholder, investor, trustee, fiduciary, agent of any partnership, corporation or any other entity or in any other capacity or any other representative of any other Person or entity, do any of the following: -
 - a) solicit, either directly or indirectly, any business from any client or prospective clients of the Company or its Affiliates.
 - b) employ any of the Person being associated with the Company (whether as an employee or otherwise) or induce, influence, entice or attempt, in any manner, either directly or indirectly, to induce or persuade any other employees or contractors of the Company or its Affiliates to terminate their services with the Company or its Affiliates.
 - c) request or advise any present client or prospective client or any of their Affiliates to withdraw, curtail or cancel its business dealings or association with the Company/its Affiliates.
 - d) take up employment with any existing client and/ or prospective client of the Company/its Affiliates or render any service to any existing client and/ or prospective client of the Company/its Affiliates, whether directly or indirectly or through any agent.
 - e) take up employment whether full time or part time either directly or indirectly or through any agent with any of the Competitor, where Confidential Information known to you can be used to the disadvantage of the Company or its existing or prospective clients.
 - f) commit any act or assist others to commit any act which might cause commercial loss to the Business and/or the reputation/goodwill of the Company/its Affiliates in any way.
 - g) take up employment whether full time or part time either directly or indirectly or through any agent with the any of Competitor of Company's client, where you were directly involved in such client's project and the client imposes such restriction on the Company.

- h) shall not run any business of your own or help any third party run a business using any Confidential Information belonging to the Company and which has come to your knowledge in the course of my employment with the Company.
- 4.2 For a period of one (1) year immediately following the date hereof, you shall not directly or indirectly in any capacity (whether as principal, manager, executive director, independent contractor, consultant, agent, employee or in any other way) manage or establish or operate or consult or be engaged or be interested in or employed by or provide any consultancy or other services to a business whose activities are substantially similar to or compete with the business of the Company or its Affiliates.

5. Intellectual Property

- 5.1 You shall assist the Company, at the Company's expense, in every proper way to secure and maintain the Company's rights on any Intellectual Property and to carry out the intent of the Employment Agreement and for vesting the Company with full title of the Intellectual Property and all rights, titles and interest therein; and (ii) sign, execute, affirm all documents, including, without limitation, all applications, forms, instruments of assignment and supporting documentation and perform all other acts as may be required for the abovementioned purposes.
- 5.2 Intellectual Property developed by you during the term of the Employment that related to the Business shall be the sole property of the Company from date of creation thereof.
- 5.3 You shall hereby irrevocably, absolutely and perpetually assign to the Company worldwide rights in respect of all your right, title, and interest, if any, in respect of the Intellectual Property developed by you during the term of your employment, free from encumbrances and Claims of any kind for the full term of each and every such right, including renewal or extension of any such term.

6. General

- 6.1 In addition, all the provisions of the Employment Agreement which by their very nature survive termination shall be binding on you.
- 6.2 You shall immediately inform the Company on the occurrence or notification of any criminal proceedings which shall affect the Company.
- 6.3 Company may at its sole discretion notify to any new employer of yours's, the rights and obligations under the Employment Agreement or other Agreements signed by you.
- 6.4 You shall be aware the fact that any breach of the terms contained in the Employment Agreement or any other Agreement signed by you in the course of your employment with the Company or engagements with its clients would cause Company to suffer a grave loss and would prejudicially affect the business and interests of the Company. In the event of such a breach and/or apprehended breach, Company shall be entitled to recover from you and you shall be bound and liable to make good to the Company, all the losses, damages, costs, charges and expenses, including attorney fees and court costs as may be certified by Company's auditors as having been incurred due to the breach

and for the purpose of and/or in connection with, or resulting from any civil and/or criminal proceedings initiated and/or proposed to be initiated by the Company on account of such breach or apprehended breach. The Company will also invoke indemnities provided by you in the Employment Agreement.

We trust that you fully understand these aforesaid obligations which survive the cessation of your employment with the Company. We also sincerely believe that you will honour these binding obligations in letter and spirit.

We wish you success in future endeavors.

Yours sincerely,
For US Technology International Pvt. Ltd.



Jiju Sethu Madhavan
Director II - Human Resources