

PS/HR/2025-26

Date: 10<sup>th</sup> September 2025

**TO WHOMSOEVER IT MAY CONCERN**

This is to certify that **Ms. Swati Vijay** (Emp. Code: 01128) has worked with Pratham Software Pvt. Ltd from **6<sup>th</sup> December 2021 to 10<sup>th</sup> September 2025** and the last position held by her was **Software Engineer**.

We wish her a very bright and successful career.

**Pratham Software Pvt. Ltd.**

  
Sonal Upadhyay  
VP - HR

Ref: PS/HR/2025-26

Date: 10<sup>th</sup> September 2025

**Relieving Certificate**

This is to certify that **Ms. Swati Vijay** (Emp. Code: 01128) was employed by the Company and its affiliate from **6<sup>th</sup> December 2021 to 10<sup>th</sup> September 2025** designated as **Software Engineer** at the time of leaving the Company.

Please refer to the annexure to this letter in page 2, 3 & 4 for several obligations to the Company, its affiliates and related entities.

We wish you the very best in your future endeavors.

Yours truly,

For Pratham Software Pvt. Ltd.



Sonal Upadhyay  
VP – HR

Ms. Swati Vijay (Emp. Code: 01128) hereinafter referred as "Employee" / "Employees" / "I" / "We" / "You" is reminded that by virtue of your employment, you acquired, were exposed to, had access to and made use of Proprietary Information of the Pratham Software Pvt. Ltd. hereinafter referred as "Company" and/or its affiliates or related entities or customers. In recognition of the above, and as a condition of your employment, you entered into the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement with the Company to protect assets and information belonging to the Company, its affiliates or related entities, which includes several Post-Employment obligations to the Company, its affiliates and related entities. These continuing obligations include, without limitation, obligations relating to confidentiality, ownership of creations, non-solicitation of personnel, non-solicitation of clients and confidentiality of e-mailing database, prospects database& information in CRM to which you have access during the period of your employment. These post-employment obligations are summarized below:

### **Summary of Post-employment Restrictions**

1. All employees have acknowledged that their employment by COMPANY creates a relationship of confidence and trust between them and COMPANY with respect to any information of a confidential or secret nature that may be learned by them during the period of their employment or consultancy by COMPANY and which a) relates to the business of COMPANY or to the business of any customer or supplier of COMPANY, or b) has been created, discovered or developed by, or has otherwise become known to COMPANY and has commercial value in the business in which COMPANY is engaged (hereinafter called "Proprietary Information"). By way of illustration, but not limitation, Proprietary Information includes e-mailing database, prospects / potential customer database, CRM database, trade secrets, processes, algorithms, formulas, computer programs, data, know-how, training manuals, inventions, Improvements, techniques, product specifications, schematics, board layouts, mechanical drawings, bug revision lists, marketing plans, strategies, forecasts and customer, prospects / potential customer lists.
2. All Proprietary Information shall be the sole property of COMPANY and its assigns. We hereby assign to COMPANY any rights we may have or acquire to all Proprietary Information. Upon termination of employment with the Company, employees have acknowledged that they will keep in confidence and trust all Proprietary Information and they will not use or disclose any Proprietary Information without the written content of COMPANY, except as may be necessary in the ordinary course of performing their duties as an employee of COMPANY. They will promptly deliver to COMPANY all documents and data of any nature containing Proprietary Information and will not take any such documents or data or any reproduction thereof.
3. All employees have acknowledged that for the period of three (3) years immediately following the termination of employment with COMPANY for any reason, whether with or without cause, either directly or indirectly (i) call on, solicit, or take away, either for them or for any another person or entity, any of the customers or clients, potential customers of COMPANY on whom the employee called or whom they became acquainted during their employment with COMPANY or (ii) solicit or take away, or attempt to take away any employees of COMPANY, either for himself/herself or for any persons or entity.



4 Upon termination of employment with the Company, employees have may not use or disclose CONFIDENTIAL INFORMATION", that include, but are not limited to, the following: Names, address and telephone numbers of any of the Company employees, COMPANY's customers and the contact persons of customers, products, price structures, business histories, customer supplied data used in the pricing, bidding, ordering, or manufacturing process, potential customer list and other specific information pertaining to the manufacture, distribution or sale of any of the COMPANY'S product / service for or to any of its customers; Current prospect lists; Financial information of the COMPANY, including but not limited to any financial statements; profits; profit margins; cost of product sold or distributed, prices, rates, financial plans, banking arrangements, present or future pricing, sales, distribution, manufacturing policies or plans, and the like, Trade secrets, formulas, business strategies, methods processes machines, inventions, (whether or not patented), and discoveries (whether or not patented or copyrighted), computer programs and systems, works of authorship (whether or not copyrighted), improvement and other business developments. Special arrangements, working conditions, contractual arrangements and the like with any customer, agent, EMPLOYEE, vendor, or supplier of or to the COMPANY; Names, addresses, telephone numbers, jobs or classifications, salaries bonuses, benefits, or any other personal information of any of the COMPANY'S employees, whether active or terminated; Any business research, product development, or marketing plan or any strategy or tactic relating thereto, cost of product sold or distributed, prices, rates, financing plans, banking arrangements, present or future pricing, sales, distribution, manufacturing policies or plans and the like, Potential mergers or acquisitions, and any opening or closing of any facility in whole or part, and any unannounced product, product ideas or technique, or method of production.

5 All employees have agreed to hold in strictest confidence and not disclose after employment with the COMPANY, to any PERSON without the express, written authorization of an office of the COMPANY any CONFIDENCIAL INFORMATION relating to the services, products, sales, contemplated sales, business or contemplated business, of the disclosure or use may be required in connection with my work for the COMPANY.

6 All employees have agreed to abide and hold in strict confidence all COMPANY confidential information, Proprietary information and Personally Identifiable Information may not be disclosed to anyone without the prior written approval of an office or Authorized Representative of Company upon termination of employment with COMPANY, employees:

- a. May not use or disclose confidential information, Proprietary information and Personally Identifiable Information whether in documentary or digital form or committed to memory or in any other form for any purpose.
- b. May not retain or take with them any confidential information, Proprietary information and Personally Identifiable Information in a tangible form; and
- c. Must immediately deliver to the Company any confidential information, Proprietary information and Personally Identifiable Information in tangible form that they may then or thereafter hold or control. "Tangible" form includes written or graphic form, on a computer disc, USB drive or other medium, on a website, or otherwise stored in or available through electronic or other form.



7 INJUNCTIVE RELIEF

All employees have acknowledged and agreed that a breach of the above clauses could cause irreparable harm to the Company or a Connected Entity and that, in addition to other remedies, the Company on behalf of itself or a Connected Entity is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach.

8 We do hereby state, declare & undertake that we have read and gone through all terms and conditions of Proprietary Information and Nondisclosure Agreement & all such documents signed at the time of our joining at Company or during currency of employment with Company and above mentioned post-employment restrictions. We do hereby unconditionally agree that all contents, terms & conditions of above mentioned documents shall be equally applicable on us and we unconditionally agree and undertake to abide by all terms and conditions of all above mentioned documents in our personal capacity.

9 Each provision of the documents listed in above para 8 is severable from all other provisions and if one or more of the provisions of these documents shall be declared invalid the remaining provisions of these documents shall; nevertheless, remain in full force and effect.

10 This Agreement shall be governed by and construed in accordance with the laws of India and shall be subject to the exclusive jurisdiction of the courts of Jaipur, India only.

11 Captions included in this document are for convenience only and are not to be used for the purposes of interpretation of this document.

12 We signed, provided & executed by us voluntarily with our free consent and volition without any undue influence, force, coercion, pressure and in a sound state of mind and health and after understanding all its contents and after forming a rational judgment which in our considered opinion is in our interest and with absolute understandings of the repercussions from breach hereof or breach of NDA or breach of other all documents listed at para 8.

To acknowledge your receipt of this certificate / letter, please sign in the space provided below and return to Human Resource Department.



Signature

Swati Vijay

10<sup>th</sup> September 2025