

## Offer Letter

16 Mar 2026

Dear Priyadharshini M,

Congratulations. With reference to the discussion that we had with you, we are pleased to offer you the role of **Sales Development Representative** in **Level 1** at **OptiSol Business Solutions Private Limited**. Your place of posting will be **Chennai**.

**Date of Joining:** Your commencement date will be on **18-03-2026**

You are eligible for the Annual Total Compensation of **Rs.3,19,031**. The details of the Salary break-up are presented in **Annexure A**. Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. In addition to these terms, you will also be governed by the rules and regulations which may periodically be revised.

At the time of formal resignation, you shall have to serve the notice period of **60 days**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

We look forward to working with you. Please feel free to reach out to us if you have any questions. Kindly sign the duplicate of this Offer Letter as a mark of your acceptance and forward the same to us in a **week** from the Offered date. Non-acceptance before the stipulated date shall make this offer redundant automatically.

Welcome to OptiSol, Global Tech Company of Happy People Obsessed with Customer Success, and wishing you a rewarding career over the years to come.

Yours Sincerely,

For OptiSol Business Solutions Private Limited

*Prem Kumar*

Prem Kumar

"Joy Through Gratitude"

**OptiSol Business Solutions Pvt. Ltd.,**

Regd. Office: #129B, Baid HiTech Park, 4th Floor, ECR, Thiruvanimiyur, Chennai - 600 041, TN, India.

Email : [hr@optisolbusiness.com](mailto:hr@optisolbusiness.com) CIN : U72300TN2006PTC060730

Ph: +91-44-24512206

Web : [www.optisolbusiness.com](http://www.optisolbusiness.com)

**Annexure - A**

**Name : Priyadharshini M**  
**Designation : Sales Development Representative**

S.No	Particulars	Monthly	Yearly
1	Basic Salary	11500	138000
2	House Rent Allowance	6466	77592
4	Yearly Bonus	958	11496
6	<b>Total Gross Salary</b>	<b>18924</b>	<b>227088</b>
7	EPF Employer Contribution (12% from Basic or Rs.1800 whichever is less)	1495	17940
8	ESI Employer Contribution (3.25% from Gross Salary)	615	7380
10	<b>Company's Contribution Total Deduction</b>	<b>2110</b>	<b>25320</b>
11	<b>Total CTC (Gross salary + Employer contribution of ESI and EPF)</b>	<b>21034</b>	<b>252408</b>
12	Variable Incentive	5000	60000
14	Gratuity @ 4.8% on Annual Basic Pay	552	6624
15	<b>Grand CTC</b>	<b>26586</b>	<b>319031</b>

\* Professional Tax and TDS is applicable as per the government policy.

\* Variable Incentive if any, are committed incentives from the Company and the amount may increase based on the Actual Sales closures and adherence to Sales Incentive or it will be based on agreed performance criteria and the accomplishment. It will be paid on Quarterly basis

\* Insurance premium of the company may be altered/modified at the time of renewal without any prior notice and your remuneration and other terms may accordingly be altered/ modified.

\* Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time.

## Benefits

- 1. Provident Fund :** You shall, if covered by the Employees Provident Funds And Miscellaneous Provision Act 1952 and rules framed there under, be governed by the provisions of the said Act. The company will contribute 12% of your Base Salary per month as its' contribution and an equal amount will be deducted from your payroll towards this fund as per the prevailing Provident Fund Act & Rules.
- 2. Gratuity :** As a way of showing our gratitude to team members with a long tenure, you will be paid gratuity at the time of leaving for those who have completed 5 years of continuous service with us. This gratuity payment will be in accordance with the Payment of Gratuity Act, 1972.
- 3. Employees' State Insurance :** You shall, if covered by the Employees State Insurance Act 1948 and rules framed there under, be governed by the provisions of the said Act. The company shall accordingly make deductions from your salary and make contributions as required under the said Act & Rules.
- 4. Group Medical Coverage :** You will be covered under Group Mediclaim Insurance as per your entitlement.
- 5. Group Personal Accident Coverage :** You are covered for Rs.5,00,000 under Group Personal Accident cover. It applies for employee's accident coverage against death, permanent total disability, and permanent partial disability. It also covers world-wide, 24 hours a day.

## Annexure - B

The following terms and conditions of service are applicable to you:

### 1) Probation Period

**1.1** Now that you have been absorbed as **Sales Development Representative** and shall be working on a probationary mode for six months from your date of joining.

**1.2** Your position will be confirmed based on your performance by the end of this period and if found necessary, the probation period may be extended at the discretion of the company or may be dispensed with earlier, either during the initial or extended period of training.

**1.3** You shall diligently carry out the instruction given to you by your manager in connection with the work assigned to you to the best of your potential, skills, and ability.

### 2) Attendance

**2.1** The company shall work form **Monday to Friday** in a week and you are expected to report to the office between **9:30 A.M. to 6:30 P.M.** Alternate Saturdays will be a working day for Finance, Admin & Infra Teams.

**2.2** Also based on the project requirements you shall mark/extend attendance in such a way that will ensure project timelines compliance.

### 3) Salary

**3.1** Your Salary, increments or any other benefits are strictly confidential.

**3.2** It is expected that you shall not disclose or discuss about it with anybody including your colleagues.

### 4) Place of Work

**4.1** Your place of work will be based out of **Chennai**.

**4.2** The Company has the right to change your place of work to any other premises for a temporary period or permanently. The relevant relocation benefits will be provided under the relevant policy which the company is following at the time.

**4.3** It may be necessary to work at Client's / Partner's premises throughout the world.

**4.4** Appropriate travel and accommodation arrangements will be made according to the policy.

### 5) Retirement

You will automatically retire from the service of the Company on attaining the retirement age of **58** years.

### 6) Suspension

**6.1** In case you are charged with any act of misconduct, you may be suspended from your training/services pending enquiry.

**6.2** If you are held guilty of misconduct, you will not be entitled to any Salary for the suspension period.

**6.3** In case, you are found not guilty you will be paid a Salary for the suspension period and treated as if you have been in training/service during this period.

## **7) Abandonment and Termination**

**7.1** The company reserves the right to terminate your services/employment during the probation period or confirmed service on either side by giving One month's prior notice or One month's Salary as termination compensation.

**7.2** You will be liable for termination from service by the Company without notice if:

- a.** If you are medically unfit to carry out your duties.
- b.** In case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.
- c.** Any declaration given by you or testimonials furnished by you to the Company proves to be false.
- d.** You are found to have willfully suppressed any material information.
- e.** You are found to have been convicted for or indulged in criminal, subversive or immoral activities.
- f.** You are found to have indulged in financial irregularities.
- g.** You breached any of the terms and conditions of your employment as specified in this letter, or any further official communication from the Company.
- h.** You fail to abide by instructions from your superiors, unauthorized absence, disloyalty, misconduct, non performance and if any disciplinary action is taken against you.
- i.** Be guilty of sexual, racial or other harassment of a fellow employee.

## **8) Resigning from Service**

**8.1** In case you intent to resign from the employment, you shall give 60 days prior written notice to your manager from the date of your intended resignation.

**8.2** In case if you want to leave the company without serving the Notice period, you must pay two month's salary to the company and should have consent from the management.

**8.3** You shall not be entitled to paid vacations during the notice period.

## **9) Return of Property**

**9.1** You are responsible to deliver to the company all confidential information, Material, Customer lists, records, Papers, Pendrives, property including any company vehicle, access cards, mobile, dongle, desktop, and laptops which may have been prepared or possessed by you in the course of your employment.

**9.2** You hereby agree that any assets furnished by the company to you to be returned to the company in a safe and secure condition, subject to the normal wear and tear.

**9.3** Any costs for the damages will be borne by you. If the said asset is lost, the value of the same will be compensated by you.

**9.4** You also agree that you hand over the tasks and knowledge handled by you to the respective person to take care of the duties thereon.

If either of the above specified under Return of Property is not done, the company has the right to handle the circumstances legally.

## **10) Background Check**

**10.1** Your offer of employment is contingent upon the satisfactory outcome of a personal background check which, depending upon your position and the department may include verification on the education, previous employment, professional references, criminal background, address verification, and drug screening, etc.,

## **11) Restrictions**

**11.1** You will devote the whole of your time and attention and abilities to the business and affairs of the company.

**11.2** You will not at any time during your employment be engaged directly or indirectly in other undertakings, business or employment, trade whatsoever.

**11.3** During the term and for 12 months thereafter, either for your account or for any person, directly or indirectly engage in any business that is in direct competition with the business of the company.

**11.4** You must not engage in any activities like communicate with the press, broadcasting, or other media regarding the company, its business, customers, employees or any other connected matters without the company's prior consent.

**11.5** You agree that during your employment not directly or indirectly make or publish any derogatory or disparaging statement about the company, any of its employees.

**11.6** You will abide by the staff rules and regulations applicable to you which are in force for the time being or maybe framed for time to time.

## **12) Confidentiality Agreement**

**12.1** You acknowledge and agree that you will become acquainted with and have access to Confidential Information during your employment. "Confidential Information" includes Company, Client, Vendor, and Employee information.

**12.2** You agree to maintain the confidence of the Confidential Information by not using or disclosing it to individual, company, partnership, or any other body, not associated with the Employer ("Entity") and to take all reasonable steps to prevent its unauthorized disclosure or use.

**12.3** You must not remove Confidential Information from our premises without our written consent. You must not appropriate, copy, memorize or in any manner reproduce any of the Confidential Information.

**12.4** You must return any or all Confidential Information on or before the Termination Date or immediately at the Employer's request. The obligations of confidentiality under this clause apply during your Employment and continue to apply after the Termination Date.

## **13) Code of Conduct**

**13.1** OptiSol has a code of conduct, confidentiality agreements, and non-compete agreements primarily to address working standards and business interests. You will be required to sign your acceptance and adhere to these norms once you join the company.

#### **14) Qualifications**

**14.1** You confirm that your qualifications, skills, and experience represented by you to us are true and accurate and that you have sufficient skills to carry out the Position.

#### **15) Intellectual Property**

**15.1** You acknowledge that OptiSol Business Solutions Private Ltd. owns all Intellectual Property created by you in connection with the Employment, which now exists or that later comes into existence. The obligations accepted by the Employee under this clause survive the termination of this Agreement.

#### **16) Joining Bonus (Where applicable)**

**16.1** I understand that OptiSol Business Solutions Private Ltd. will pay me a one-time Joining bonus associated with my employment.

**16.2** In consideration of such payment and my employment with OptiSol Business Solutions Private Ltd., I agree that if my employment with OptiSol ends within the first 24 months of my

**16.3** Joining Date, either because I resign (regardless of the reason) or because OptiSol Business Solutions Private Ltd. terminates my employment for cause (as determined by OptiSol in its sole discretion), I will repay to OptiSol Business Solutions Private Ltd. In full of the Joining Bonus paid to me (as per the details in Annexure - A). I agree that this repayment obligation cannot be waived except by a written agreement signed by the Management

## Annexure - C

### Documents to be submitted to HR Department on the Day of Joining

- Photocopy of your Degree certificates in support of your educational qualifications.
- Relieving letters from all your previous employments and the last 3 months' payslips from your last employer, if applicable.
- Three passport size colour photographs (recently taken)
- Permanent Account Number (PAN) Card
- Aadhaar Card (Front & Back Page)
- Bank Passbook (Front Page) or Cancelled Cheque Leaf or Screenshot of Mobile / Net banking with Bank details.

**Note: Please bring originals for all the above-stated copies submitted for verification and they will be returned on the same day.**

We at OptiSol are a tribe of happy people obsessed with customer success. A place of dedicated employees who feel valued for both professional and personal aspirations. Composed of energy- driven teams, OptiSol holds a positive culture with clear goals and unrivaled recognition.

We are elated to share a glimpse of OptiSol's culture with you. To know what it is like to be an OptiSol employee, and show a few of our employee testimonials, our daily work life, and activities.

Click on the link below to know more  
<https://culture.optisolbusiness.com/>

**Life @ OptiSol is all about Empathy, Experiment, Empowerment, and Excitement.**

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### ACKNOWLEDGEMENT & ACCEPTANCE

I have read, understood, and agreed to the above terms & conditions outlined in this Offer Letter and Annexures to the same.

Signature :

*priyadharshini*

Date : 2026-03-17

**"Joy Through Gratitude"**

**OptiSol Business Solutions Pvt. Ltd.,**

Regd. Office: #129B, Baid HiTech Park, 4th Floor, ECR, Thiruvanimiyur, Chennai - 600 041, TN, India.

Email : [hr@optisolbusiness.com](mailto:hr@optisolbusiness.com) CIN : U72300TN2006PTC060730

Ph: +91-44-24512206

Web : [www.optisolbusiness.com](http://www.optisolbusiness.com)

# CERTIFICATE *of* SIGNATURE

REF. NUMBER  
VIDDJ-3SHFY-JE3DG-ZSGBJ

DOCUMENT COMPLETED BY ALL PARTIES ON  
17 MAR 2026 07:35:41  
UTC

## SIGNER

**PRIYA**

EMAIL  
PRIYASHINI1502@GMAIL.COM

SHARED VIA  
LINK

## TIMESTAMP

SENT  
17 MAR 2026 07:21:47

VIEWED  
17 MAR 2026 07:24:15

SIGNED  
17 MAR 2026 07:35:41

## SIGNATURE



IP ADDRESS  
115.97.63.144

LOCATION  
CHENNAI, INDIA



**OptiSol Business Solutions Private Limited**  
**EMPLOYEE NON-DISCLOSURE, DEVELOPMENT**  
**AND NON-SOLICITATION AGREEMENT**

In consideration of my employment with OptiSol (my “Employer”) and the compensation paid to me as an employee of my Employer, and as a condition precedent of my continued employment with my Employer, I hereby agree with OptiSol and my Employer as follows:

1. Term of Agreement. This Agreement shall commence on the date hereof and shall continue for so long as I am employed by my Employer, or any of its subsidiaries (collectively, the “Group”) and for an additional twenty four (24) months following the date such employment terminates for any reason. The term “Employer”, as used in this Agreement, will refer to any member of the Group by which I am at any time employed.

2. Confidentiality.

a. Confidential Information. I shall keep secret and I will not at any time, whether during or after the termination of my employment, reveal to any person or entity any trade secret, or proprietary or confidential information of any member of the Group or of any third party which any member of the Group is under an obligation to keep confidential, including but not limited to proprietary or confidential information respecting inventions, products, designs, methods, know-how, techniques, systems, processes, strategies, software programs, works of authorship, Intellectual Property Rights (as defined below), customer lists, employee lists and any other personally identifiable information about any employee of the Group, user lists, vendor lists, content provider lists, supplier lists, pricing information, projects, budgets, plans, projections, forecasts, financial information and proposals, and any other information which due to the nature or character of such information, any prudent person might reasonably under similar circumstances treat such as confidential or would expect the Group to regard such information as confidential, all regardless as to whether such information was disclosed before or after the date hereof (collectively, “Confidential Information”), except as may be required by law or in the ordinary course of performing my duties as an employee of my Employer. I will also take all reasonable precautions to prevent the inadvertent disclosure of the Confidential Information to any unauthorized person. I shall not use or attempt to use any Confidential Information in any manner that may injure or cause loss or may be reasonably expected to injure or cause loss, whether directly or indirectly, to any member of the Group. The obligations of this clause shall survive termination of this Agreement. For purposes of this Agreement, “Intellectual Property Rights” shall mean all industrial and intellectual property rights (including both economic and moral rights), including, without limitation, patents, patent applications, patent rights, trademarks, trademark applications, trade names, service marks, service mark applications, copyrights, copyright applications, databases, algorithms, computer programs and other software, know-how, trade secrets, proprietary processes and formulae, inventions, trade dress, logos, design and all documentation and media constituting, describing or relating to the above.

b. Exceptions. The above restrictions shall not apply to information that: (a) is publicly available without any action on my part; (b) is approved for release by written authorization of the rightful owner of such information; or (c) is required to be disclosed by law or by an order of any court, provided, however, that I shall provide prompt written notice to my Employer of any court order or requirement to enable to seek a protective order or otherwise prevent or restrict such disclosure. If, after has had a reasonable opportunity to seek such order/relief, it fails to obtain such order/relief, and, in the opinion of the legal counsel for , I am legally compelled to disclose any of the Confidential Information by law or by an order of any court, then I shall disclose that portion of the Confidential Information which the legal counsel to advises that I am compelled to disclose.

c. Confidential Material. During my employment I shall not make, take, remove from the business premises of my Employer or any member of the Group, use or permit to be used any notes, memoranda, reports, lists, records, drawings, sketches, specifications, software programs, data, documentation or other materials of any nature relating to any matter within the scope of or concerning the business, dealings or affairs of any member of the Group

(collectively, “Confidential Material”) other than for the benefit of the Group and in connection with performing the duties of my employment. Further, I shall not, after the termination of my employment, use or permit to be used any such Confidential Material, it being agreed that all Confidential Material shall be and remain the sole and exclusive property of the applicable member of the Group and that immediately upon the termination of my employment I shall deliver all Confidential Material, and all copies thereof, to my Employer at its main office.

3. Assignment of Inventions; Original Works of Authorship.

a. General. If at any time or times during my employment, I shall (either alone or with others) make, conceive, create, discover, invent or reduce to practice any invention, modification, discovery, design, development, improvement, process, software program, work of authorship, documentation, formula, data, technique, know-how, trade secret or Intellectual Property Right whatsoever or any interest therein (whether or not patentable or registrable under copyright, trademark or similar statutes or subject to analogous protection) (collectively “Developments”) that:

- (i) Relates to the business of any member of the Group, including but not limited to its Customers or suppliers, or to any of the products or services being developed, manufactured, sold or provided by any member of the Group or which may be used in relation therewith;
- (ii) Results from tasks assigned me by my Employer; or
- (iii) Results from the use of premises or personal property (whether tangible or intangible) owned, leased or contracted for by any member of the Group,

Such Developments and the benefits thereof shall immediately become the sole and absolute property of the applicable member of the Group and its assigns, as works made for hire or otherwise, and I shall disclose to my Employer (or any entity or person(s) designated by it), without cost or delay and without communicating to others the same, each such Development and all available information relating thereto (with all necessary plans and models). I hereby assign any and all rights I may have or acquire in the Developments and all benefits and/or rights resulting therefrom to and its assigns without further compensation. I hereby waive and quitclaim to any and all claims of any nature whatsoever that I may now have or may hereafter have for infringement or misappropriation of any intellectual property right, including without limitation any claim that I own any rights in a Development, or that a Development infringes or misappropriates any of my intellectual property rights. All such assignment of rights shall be perpetual (or if any Intellectual Property Right is of a limited duration, for the entire duration of such Intellectual Property Right), irrevocable, worldwide and shall not lapse, even if or my Employer fails at any time to commercially exploit any such Developments.

b. Inalienable Rights. Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as “moral rights” (collectively “Moral Rights”). If, despite Section 3(a), I am deemed under applicable law to retain any rights in any Developments, including without limitation any Moral Rights, I hereby waive, and agree to waive, all such rights. To the extent that such waivers are deemed unenforceable under applicable law, I grant, and agree to grant, to or its designees the exclusive, perpetual, irrevocable, worldwide and royalty-free license to use, modify and market the Development, without identifying me or seeking my consent.

c. Employee Patent Rights. I am hereby notified that the preceding provisions do not apply to any invention for which no equipment, supplies, facility, or trade secret information of any member of the Group was used and which was developed entirely on my own time, unless the invention: (i) results from any work performed by me for any member of the Group, or (ii) relates to the business, or actual or demonstrably anticipated research or development of any member of the Group. Provided that if in the course of my employment with my Employer, I incorporate into a product, process or machine a prior invention owned by me or in which I have interest, is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, sub-licensable, worldwide license to make, have made, modify, use, market, sell and distribute such prior invention as part of or in connection with such product, process or machine. I have

attached hereto as Exhibit A, a complete list of all inventions or improvements to which I claim ownership and that I desire to remove from the operation of this Agreement, and I acknowledge and agree that such list is complete. If no such list is attached to this Agreement, I represent that I have no inventions or improvements.

d. Further Documentation. Upon disclosure of each Development to my Employer, I will, during my employment and at any time thereafter, at the request and cost of any member of the Group, promptly sign, execute, make and do all such deeds, documents, acts and things as such member and its duly authorized agents may reasonably require:

(i) To apply for, register, obtain and vest solely in the name of any member of the Group (unless such member otherwise directs) letters patent, copyrights, trademarks or other analogous protection, in any country throughout the world and, when so obtained or vested, to renew and restore the same; or

(ii) For revocation of such letters patent, copyrights, trademarks or other analogous protection; or

(iii) To defend any judicial, opposition or other proceedings relating to applications for, or the revocation of, such letters patent, copyrights, trademarks, or other analogous protection.

If I am not employed by a member of the Group at the time when any member of the Group requests my assistance in connection with the foregoing, the member making such a request will pay me for my reasonable time expended in complying with the above terms at an hourly rate equal to the effective hourly rate at which I was paid by my Employer immediately prior to my termination as an employee.

e. Power of Attorney. In the event that any member of the Group is unable, after reasonable effort, to secure my signature on any document concerning a Development, including applications relating to letters patent, copyright or trademark registration or any analogous protection, whether because of my physical or mental incapacity or for any other reason whatsoever, I hereby irrevocably designate and appoint and its duly authorized officers and agents as my agent and attorney-in-fact to act for and in my behalf and stead in order to execute and file any such documents, including applications, and to do all lawfully permitted acts to further the prosecution and issuance of letters patent, copyright or trademark registrations or any analogous protection thereon, with the same legal force and effect as if executed and filed by me.

#### 4. Conflict of Interest and Non-Solicitation of Customers.

a. Conflict of Interest. While I am employed by my Employer, I will not, without the prior written consent of my Employer or , directly or indirectly, whether alone or as a partner, joint venturer, officer, director, employee, consultant, agent, independent contractor or stockholder of any company, business or other commercial enterprise: (i) engage in any business activity similar in nature to any business conducted or planned by any member of the Group at any time during the period of my employment with my Employer; or (ii) compete in any way with products or services being developed, marketed, distributed, sold or otherwise provided by any member of the Group at such time. I shall be permitted to own not more than five percent (5%) of the shares of stock of any public company having a class of equity securities actively traded on a recognized securities exchange or securities market, and such ownership shall not, in and of itself, violate the terms of this Section 4.

b. Customers. During the term of this Agreement, I will not, directly or indirectly, solicit or do business with any Customer (as defined below), or entice, induce or assist any Customer to cease doing business with any member of the Group or to become a customer of any other person or entity engaged in any competitive activity. For purposes of this paragraph, a "Customer" means: (i) any near-permanent customer, or any other customer of any member of the Group with whom I had contact (including contact with said customer's Confidential Information) as an employee of my Employer during the twenty four (24) consecutive calendar months preceding my termination of employment from my Employer; or (ii) any customer or prospective customer of any member of the Group who during the twenty four (24) consecutive calendar months preceding my termination of employment from my Employer has: (A) made or

received a written proposal in which I participated or to which I had access on behalf of any member of the Group; or (B) made or received at least two (2) sales visits in which I participated. In the case of an entity with multiple divisions, departments or business units, (or any entity or person(s) designated by it), in its sole discretion, shall determine whether the entire entity or a specific division, department or business unit is a Customer based on the nature of the relationship between the entity and the members of the Group.

5. Non-Solicitation of Employees. During the term of this Agreement, I will not, directly or indirectly, solicit, recruit or hire any key employee or contractor of any member of the Group to work for any third party, seek in any manner to induce any such key employee or contractor to leave his or her employment with any member of the Group, or knowingly permit any business organization which is directly or indirectly controlled by me to solicit, recruit or hire any key employee or contractor of any member of the Group. Further, I will not engage in any activity that would cause any such key employee or contractor to violate any agreement with any member of the Group. "Key employee or contractor" shall mean: (i) any signatory to a restrictive and/or non-solicitation covenant with any member of the Group; (ii) any professional employee (including computer professionals) or contractor; (iii) any senior administrator; and (iv) any other employee or contractor who has a written employment agreement with any member of the Group.

6. Prior Agreements. I hereby represent that, except as I have disclosed in writing to my Employer and attached hereto as Exhibit \_\_\_\_, I am not a party to, or bound by the terms of, any agreement with any previous employer or other party which would materially restrict or impair my ability to carry out the duties of my employment with my Employer by requiring me to refrain from using or disclosing any trade secret or confidential or proprietary information in the course of my employment with my Employer or from competing, directly or indirectly, with the business of such previous employer or any other party. I further represent that my performance of all the terms of this Agreement and as an employee of my Employer does not and will not breach any agreement to keep in confidence proprietary information, knowledge or data acquired by me in confidence or in trust prior to my employment with my Employer and that I will not disclose to any member of the Group (or to any of its employees or agents) or induce any such member (or any of its employees or agents) to use any confidential or proprietary information or material belonging to any previous employer or to others. I hereby authorize (or any entity or person(s) designated by it) to notify my new employer about my rights and obligations under this Agreement following the termination of my employment with my Employer.

7. Company Authorization for Publication. Prior to my submitting or disclosing for possible publication or dissemination outside the Group any material/invention prepared by me that incorporates information that concerns's business or anticipated research, I agree to deliver a copy of such material to , for its review. Within twenty (20) days following such submission, agrees to notify me in writing whether believes such material contains any information/inventions/Developments etc. owned by or any member of the Group, and I agree to make such deletions and revisions as are reasonably requested by to protect its property. I further agree to obtain the written consent of prior to any review of such material by persons outside the Group.

8. Remedies. I agree that the breach of this Agreement by me will cause irreparable damage to the Group and that in the event of such breach (or any entity or person(s) designated by it) shall have, in addition to any and all remedies of law, the right to an injunction, specific performance or other equitable relief to prevent the violation of my obligations hereunder. Nothing contained in this Agreement shall be construed as prohibiting or its designees from pursuing any other remedy available for such breach or threatened breach. The prevailing party in any litigation arising under this Agreement shall be entitled to recover his or its reasonable attorneys' fees and expenses in addition to all other available remedies.

9. Employment Status. I understand that this Agreement does not create an obligation on any member of the Group or any other person or entity to continue my employment.

10. Modifications. Any amendment to or modification of this Agreement, and any waiver of any provision hereof, shall be in writing. Any waiver by of a breach of any provision of this Agreement shall not operate or be construed as a waiver of any subsequent breach hereof.

11. Severability. Each provision herein shall be treated as a separate and independent clause. Further, the unenforceability of any one provision shall in no way impair the enforceability of

any other provision of this Agreement, and any provision of this Agreement which is unenforceable in any jurisdiction shall not render unenforceable such provision in any other jurisdiction. Moreover, if one or more of the provisions contained in this Agreement shall for any reason be held to be excessively broad as to duration, scope, subject or activity so as to be unenforceable at law, such provision(s) shall be construed by the appropriate judicial body by limiting and reducing it (them), so as to be enforceable to the maximum extent compatible with the applicable law as it shall then appear.

12. Survival of Rights and Obligations. The provisions of Sections 2, 3, 5, 6, 7, 10, 11, 12 and 13 shall survive any termination of this Agreement.

13. Governing Law. This Agreement shall be governed by and construed in accordance with the laws of India, and no action involving this Agreement may be brought except in the courts of Chennai. My Employer and I hereby consent to the personal jurisdiction of such courts with respect to all actions relating to this Agreement. Notwithstanding the foregoing, (or any entity or person(s) designated by it) may bring an action for injunctive relief in any court of competent jurisdiction.

14. Right of Assignment. I acknowledge and agree that I shall not assign this Agreement, or any right or obligation hereunder, to any third party and my Employer shall have the right to assign this Agreement.

In witness whereof, I have executed this Employee Non-Disclosure, Development and Non-Solicitation Agreement as of date set forth below.

<p><b>SIGNATURE</b></p> <p style="text-align: center;"><i>priyadharshini</i></p> <hr/> <p>Date: <u>2026-03-17</u></p> <p>Name, Employment number and Address - Please print below</p> <p><u>Priyadharshini M</u></p> <p><u>6380884687</u></p> <p><u>394, Mainroad, Puthur.</u></p> <p><u>sirkali(tk) - 609108</u></p>	<p>For OptiSol Business Solutions Private Ltd</p> <p style="text-align: center;"><i>Karthikeyan D</i></p> <p style="text-align: center;">Authorized Signatory</p>
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# CERTIFICATE *of* SIGNATURE

REF. NUMBER  
VIDDJ-3SHFY-JE3DG-ZSGBJ

DOCUMENT COMPLETED BY ALL PARTIES ON  
17 MAR 2026 08:11:51  
UTC

## SIGNER

## TIMESTAMP

## SIGNATURE

**PRIYA**

EMAIL  
PRIYASHINI1502@GMAIL.COM

SHARED VIA  
LINK

SENT  
17 MAR 2026 07:21:47

VIEWED  
17 MAR 2026 07:24:15

SIGNED  
17 MAR 2026 07:35:41



IP ADDRESS  
115.97.63.144

LOCATION  
CHENNAI, INDIA

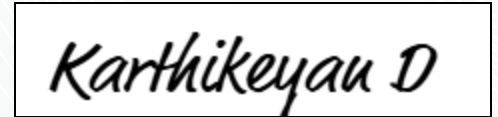
**HRBP**

EMAIL  
HRBP@OPTISOLBUSINESS.COM

SENT  
17 MAR 2026 07:21:47

VIEWED  
17 MAR 2026 08:11:31

SIGNED  
17 MAR 2026 08:11:51



IP ADDRESS  
49.249.56.102

LOCATION  
CHENNAI, INDIA

## RECIPIENT VERIFICATION

EMAIL VERIFIED  
17 MAR 2026 08:11:31

