

Date: 10/17/2025

## Relieving and Service Letter

**Name:** Abhiram Sarma  
**Employee ID:** 125114

**Dear Abhiram,**

This is with reference to your resignation letter dated **July 09, 2025** and the particulars of your service with Cigniti Technologies Ltd India(A Coforge Company) are as under:

**Date of Joining:** April 08, 2024

**Designation:** Associate Engineer

**Function / Department:** Digital Services

**Last Date of Working:** September 05, 2025

**Reason for Exit:** Resignation

This is to remind you that you continue to be bound by the Non-disclosure and Non-Compete agreement and Intellectual Property Rights agreement you signed with Cigniti. Please refer to the annexure in page 2 for obligations post your association with the company, its affiliates, and related entities.

Your contributions to the organization and its success will always be appreciated. We wish you all the best in your future endeavours.

**Yours Sincerely,**  
**For Cigniti Technologies Limited**



**Gaurav Kapoor**  
**Head-Shared Services & Compensation & Benefits**

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### **Cigniti Technologies Ltd**

#### **Registered Office.**

Suite 106 & 107, MGR Estates, Dwarakapuri Colony, Panjagutta,  
Hyderabad, Telangana, India - 500082

#### **Global Delivery Center**

6th Floor, Orion Block; International Tech Park (ITPH),  
Plot No#17 Software Units Layout, Madhapur, Hyderabad,  
Telangana, India - 500081

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### **USA**

433 E Las Colinas Blvd, #1240  
Irving, TX 75039

📞 469.673.3443

📠 972.767.0948/0644

## Annexure- Post Employment Obligations

Employee concur that, despite the cessation of employment with Cigniti, some of the obligations (including, without limitation, the confidentiality, the Non-Disclosure and Non-Compete Agreement and Intellectual Property Rights Agreement with the Company to protect assets and information belonging to the company, its affiliates and related entities) with Cigniti under the terms of employment shall continue in full force and effect. This letter constitutes the full and complete understanding between employee and Cigniti regarding the cessation of the employment. Employment obligations are summarised below.

### **Non-Disclosure and Non-Compete Agreement:**

In this Agreement "**Confidential Information**" means the contents of this Agreement, any discussion regarding the nature and performance of the services rendered and/or to be rendered by the Employee and all other information including, by way of example but without limitation data, trade secrets, inventions, mask works, concepts, ideas, processes, formulas, source and object codes, data, programs, other works of authorship, know-how, discoveries, developments, designs, techniques and information regarding plans for research, development, new products, strategic plans, marketing and selling, business plans, budget, licenses, price and costs, prospective or current suppliers and customers, financial, business, economic, technical, operational, commercial, employment, management, planning and other information, data, material and expertise of whatever kind whether oral, in writing, by demonstration or in any other form relating to the Company which is either directly or indirectly may not be disclosed to anyone outside the Cigniti or to a linked entity without prior written approval of an authorised person.

Through this agreement, employee agrees that during the course of their employment with the Company and for a period of 1 (one) year from the date of resignation or determination of their employment, without the consent of the Company:

1. The Employee will not directly or indirectly, offer employment to or hire, solicit, induce, recruit, approach, entertain or accept an application for employment or encourage any of the Company's employees to leave their employment with the Company.
2. The Employee will not directly or indirectly approach, solicit, contact, call upon, communicate with or attempt to communicate with any customer of Company (Past and Future) or otherwise interfere with the business relationship of the Company with any person who is or was, during the term of the Employee's employment, a customer of the Company and/or had material business with the Company and;
3. The Employee will not, directly or indirectly, as an agent, consultant, owner, partner, director, employee, officer or participant, engage in or assist any other person or entity to engage in any business that competes with the business of the Company.

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## Intellectual Property:

Employee hereby, upon this agreement assign to the Company, all present and future, right, title and interest in and to any and all inventions (and all proprietary rights with respect thereto) whether or not patentable or registerable under copyright or similar statutes, made or conceived or reduced to practice or learned by employee, either alone or jointly with others, while been employed for the Company or undertaking any project commissioned by the Company. Any such intellectual property rights shall vest absolutely in the Company, and employee undertake to execute all necessary documents, and do whatever else may be necessary to secure those rights, even after employee's employment has ended, including a deed of assignment of any intellectual property substantially.

## Injunctive Relief

The Employee hereto acknowledge and agree that a breach of the above mentioned obligations hereunder will cause irreparable harm to the Company and that the remedy or remedies at law for any such breach will be inadequate and agrees, in the event of any such breach, in addition to all other available remedies, the non-breaching party shall be entitled to an injunction restraining any breach and requiring immediate and specific performance of such obligations.

*Disclaimer: This is computer generated E letter and is deemed to be considered as final and accepted by the existing employee.*

**Yours Sincerely,  
For Cigniti Technologies Limited**



**Gaurav Kapoor  
Head-Shared Services & Compensation & Benefits**

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