

29th January 2026

## Relieving Letter

**Pavan Thatchanamurthy**

**NIPL2361**

Dear Pavan,

We are relieving you from your duties as Technical Lead end of the day 31st December 2025.

Please note that on release from the employment with company, you shall continue to be bound by the obligations related to confidentiality, non-solicitation, intellectual property rights and other such commitments. A few of these are described as below:

### **Company Property:**

You certify that you do not possess any documents, maps, blueprints, designs, books, manuals, software code or any other material which belongs to the company or which was developed by you during the course of your association. You understand that either these documents or codes could be in a paper format or computer storage format and you certify that you do not possess them in either format and the same has been handed over to the reporting Manager in the company.

### **Non-Solicitation:**

You confirm that for a period of 12 months after release from the association with the company, you will not solicit, assist, refer, cause or force any employee of Nitor, which could result either directly or indirectly in the employee leaving the company.

During the course of your association with the company, you have been privy to information related to the company, its services, processes and systems, business transactions, business plans, software products & IT infrastructure, clients and their business information and other administrative and organizational matters. You agree to treat this information confidential after termination of your association with the company and that you will not share this information by word of mouth or otherwise, with any employee of the company whether past or present, or any third person whether known or unknown to the company and understand that you shall be liable for legal action in case of breach of faith or agreement.

### **Non-Compete:**

You understand, agree and acknowledge that Nitor has spent substantial money, invested time and efforts over the years in developing and solidifying its relationships with its customers and consultants. Hence on the basis of non-compete clause you hereby agree that for a period of twelve (12) months from date of relieving for any reason, whether with or without good cause or for any or no cause, at your disposal or at Nitor's, with or without notice, you will not compete with the Nitor and its successors and assigns for all customers and clients introduced by Nitor, without prior written consent from Nitor.

### **Nitor Infotech Pvt.Ltd.**

SEZ unit 2, Block Rhine,5th floor,“B” Wing, Plot 3A, Embassy Tech Zone,  
Rajiv Gandhi Infotech Park, Phase II, Hinjewadi, Pune- 411057  
[www.nitorinfotech.com](http://www.nitorinfotech.com) | [info@nitorinfotech.com](mailto:info@nitorinfotech.com)



The term “non-compete” as used herein shall mean that you shall not, without the prior written consent of Nitor, (i) serve as a contractor, partner, employee, consultant, officer, director, manager, agent, associate, private investor with greater than 1%, or otherwise for, (ii) directly or indirectly, own, purchase, organize, or take preparatory steps for the organization of, or (iii) build, design, finance, acquire, lease, operate, manage, invest in, work, or consult for or otherwise affiliate with; all customers and clients introduced by Nitor, or business in competition with or otherwise similar to Nitor’s business working with any customers and clients introduced by Nitor.

Furthermore, you declare that you have no further claims of whatsoever nature resulting from my association and or termination thereof, against either the company, its group companies, its affiliates, its officers or its representatives.

Date: 29th January 2026

Place: Pune

Sign

For Nitor Infotech Pvt Ltd

Pavan Thatchanamurthy

Rohini Wagh  
Senior VP & Head – People Function

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