

M.VAPS SOLUTIONS

Warning Letter

Subject: Final Warning Regarding Lack of Contribution and Performance Expectations

To: Sanket Chaudhari

From: CEO, MVAPS Solutions

Date: 07-04-2025

Subject: Final Warning and Performance Expectations

Dear Sanket,

We are writing this as a final written warning concerning your continued lack of involvement and disinterest in your responsibilities at MVAPS Solutions.

Despite multiple follow-ups and reminders over the past 4 to 5 months, there has been no visible improvement in your participation or output. This ongoing lack of commitment not only disrupts the company's workflow but also demotivates the rest of the team who are consistently putting in their efforts to drive MVAPS forward.

As a Creative Director, your contributions are critical to the growth and vision of the organization. Your current performance does not align with the expectations set for your role.

We are giving you one last opportunity to align with the company's vision and responsibilities. You are expected to submit a work plan and start delivering results within the next 7 days. Failure to do so will result in the revocation of your Creative Director position and a reduction in your equity stake in MVAPS Solutions, effective immediately after the deadline.

However, **if you are serious about your involvement and wish to take on more responsibility, or propose adjustments to your role or stake — we are open to discussion,** but only if you demonstrate consistent and impactful performance from this point onward.

This is a final warning, and no further reminders will be given.

We expect your response and commitment promptly.

Sincerely,

Azad Bhasme

Chief Executive Officer

MVAPS Solutions

