

RELEASE LETTER28th May 2021

To,

HR Department,

VitreosHealth (India) Private Limited

1-72/3/19 To 49/Vc/7d, 7th Floor,

Vaishnavi Cynosure P/19, Sy.No.18,

Telecom Nagar Extension, Gachibowli

Hyderabad Rangareddi, Telangana - 500032

Dear All,

I, **Chekkera Chaitanya Reddy**, refer to my letter dated **5/28/2021** wherein I have tendered my resignation as **Database Engineer**, with VitreosHealth (India) Private Limited ("**Company**"). I understand that my last of work at the Company shall be **31st May 2021**.

In consideration of the full & final settlement of dues of **Rs.77323 /-** (Rupees **Seventy Seven thousand three hundred and twenty three**) by Company, pursuant to my voluntary resignation, and other good and valuable consideration, I hereby release and forever discharge the Company, including all of its affiliates, group companies, present and former partners, directors, officers, agents, representatives, employees, successors and assigns (collectively, the "**Releasees**"), from any and all actions, causes of action, covenants, contracts, claims and demands whatsoever, which I have had in the past, now have or which my heirs, executors, administrators and assigns, or any of them hereafter can, will or may have, by reason of my employment with or severance of my employment from the Company, whether presently known or unknown, suspected or unsuspected, including, without limitation:

- (i) Any and all claims relating to or arising from my employment with (or voluntary resignation from) the Company;
- (ii) Any and all claims under applicable laws including, but not limited to, wrongful discharge of employment, breach of contract, negligent or intentional infliction of emotional distress;
- (iii) Any and all claims arising out of applicable laws and regulations, including but not limited to, the Employees Provident Funds and Miscellaneous Provisions Act, 1952, the Payment of Bonus Act, 1965 and the Payment of Gratuity Act, 1972 (or any legislation that replaces the foregoing);
- (iv) Any other claim for any loss, cost, damage, or expense arising out of any dispute over the non-withholding or other tax treatment of any of the proceeds received by me as a result of the employment agreement dated **5/1/2017 (Employment Agreement)**; and
- (v) Any and all claims for advocates' fees and costs and any expense reimbursements.

Furthermore, I acknowledge that all amounts owed to me by the Company will be paid *vide* the full & final settlement, and upon this payment, I shall have no further monetary claims whether statutory, contractual or otherwise, in relation to my employment with the Company. I confirm that my full & final settlement amount includes all amounts of any nature whatsoever, due and outstanding to me from the Company, including but not limited to salary, variable pay, entitlements under any employee benefit scheme, reimbursement of incurred expenses and any other remuneration which is due to me or to which I may be entitled, pursuant to the Employment Agreement, internal policies of the Company, common law or any other applicable law or contract.

By signing this Release Letter, I acknowledge and agree that I am providing a complete waiver of all rights and claims that may have arisen by reason of my employment with or severance of my employment from, the Company whether known or unknown. This includes, but is not limited to, claims based on any applicable law / regulation having any bearing whatsoever on the terms and conditions of my employment and the cessation thereof.

I hereby expressly agree and undertake that:

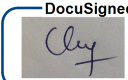
- (i) I shall not use, discuss or disclose any confidential information which I have received during my employment with the Company. I will continue to be bound by any and all confidentiality agreements signed by me as on 5/1/2017 while in the employ of the Company, and I recognize that the full force of penalties and consequences pertaining to the breach of the said agreements remain in full force.
- (ii) I shall not use any inventions that originate solely with the Company, its agents or employees (which shall be the sole property of Company). I confirm that I retain no right whatsoever in the Company's intellectual property, and that any and all work done or created in the course of my employment with the Company ("**Work Product**") will be deemed to be "works made for hire". I will promptly execute and deliver to the Company, without additional compensation, such instruments and documents as the Company may require from time to time to evidence its ownership over any such Work Product and intellectual property.
- (iii) I shall not discuss or disclose the existence or contents of this Release Letter and any correspondence exchanged with the Company relating to my employment or resignation, except as may be authorized by the Company.
- (iv) I will continue to comply with all relevant provisions (including, without limitation all post termination covenants) of the terms and conditions laid down in my Employment Agreement and all internal policies of the Company.
- (v) I shall not disparage in any manner whatsoever, and whether directly or indirectly, the Company or any of the Releasees.

I hereby represent that neither I nor anyone acting on my behalf has filed or will file any action, complaint, charge, grievance or arbitration or commenced any proceeding, administrative or judicial, against any of the Releasees.

I also represent that I have surrendered to the Company, all of the Company's property in my possession, including laptop, mobile, access cards, keys, etc., as well as all confidential information, including all correspondence, specifications, files, magazines, audio and video tapes, discs, passwords, books, documents, market data, records, agreements etc., belonging to the Company or its affiliates, customers, subcontractors, any other individuals or entities having any kind of association with the Company and/or its affiliates or relating to its business, and have not retained or made any copies of these items.

I am signing this Release Letter knowingly, voluntarily and with full understanding of its terms and effects.

In witness hereof, I have executed this Release Letter on 5/29/2021 .

DocuSigned by:

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Chekera Chaitanya Reddy