



RELIEVING LETTER

09 April 2025

Mr. Shishupal Kumar
Emp. No: 42151
Bangalore

Dear Shishupal,

Your resignation email dated **11 February 2025** was accepted and your last working day was **01 April 2025**

We would like to remind you of your obligation to continue to comply with the terms of your employment agreement with Tata Elxsi Ltd following your separation. In particular, the following conditions be taken note of which will be in force even after you cease to be an employee of Tata Elxsi Limited.

Intellectual Property and Confidential Information

- Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc. shall be executed by you. Any Intellectual Property or Patents developed by you during your service will be the property of the Company. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Similarly, after leaving the services of the Company, you shall keep confidential any proprietary information and technologies, which you were involved with during your service with the Company and shall render yourself liable to damages and costs arising out of breach of such confidentiality
- You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to the Company all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment in the Company. The Company shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide the Company or any person designated by the Company all assistance as may be required to establish and / or perfect the rights defined in this clause.

TATA ELXSI

Registered Office **Tata Elxsi Limited** ITPB Road Whitefield Bangalore 560 048 India

Tel +91 80 2297 9123 Fax +91 80 2841 1474

www.tataelxsi.com

(CIN-L85110KA1989PLC009968)



Client Management

On Termination / Resignation of employment for what-so-ever reasons, you will not seek employment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year from your last working day in the Company. In the event the Company is of the reasonable opinion that you are terminating your employment with the Company to pursue an occupation in violation of this Clause 10, then the Company reserves the right to, at its sole discretion, refuse to accept any letter of termination, by whatever name called, of your employment with the Company. The Company further reserves the right to approach a Court of competent jurisdiction and obtain an injunction preventing you from terminating your employment with the Company and/or recover damages there from.

Non-solicitation

- During the period of employment and for a period of two years following your termination of employment with the Company, irrespective of the circumstances of or reasons of the termination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you may directly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.
- During the period of employment and for a period of two years following your termination of employment with the Company, irrespective of the circumstances of or reasons of the termination, you will not, directly or indirectly, solicit, induce or encourage any customer or vendor of the Company to move his/her existing business with the Company to a third party or to terminate his/her business relationship with the Company.

All the above provisions will continue to remain in full force and effect.

We thank you for your service to date and we wish you all the best in your future endeavours.”

For **Tata Elxsi Limited**,

Geetha Kannan

Senior Corporate Manager - Immigration & HR Operations

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Ref:TEL/2025/42151

Service Certificate

Employee Name:	Shishupal Kumar
Employee ID Number:	42151
Date of Joining:	07 August 2024
Designation:	Senior Architect
Department/Domain	Digital
Date of Separation:	01 April 2025
Annual compensation at the time of Separation	INR 3700008.00

For Tata Elxsi Limited,

A handwritten signature in black ink, appearing to read 'Geetha Kannan'.

Geetha Kannan

Senior Corporate Manager - Immigration & HR Operations

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VISIONET

25-July-2022

Ref: VSPL/HR/RL-12081
EMP ID: 12081

Mr. Shishupal Kumar
Bangalore.

Subject: Relieving & Experience Letter

Dear **Shishupal Kumar**

With reference to your resignation letter, the same has been duly accepted and you are relieved from the position of “**Technical Architect Digital Business Services**” with effect from **06-June-2022** after close of office hours, subject to the clause applicable as per the appointment order issued to you.

We thank you for the services during the period, **28-October-2021** to **06-June-2022**.

We wish you all the best in your future endeavours.

Yours sincerely,

For Visionet Systems Pvt. Ltd.

A handwritten signature in blue ink, appearing to read 'Senthil Vel Murugan K'.

Senthil Vel Murugan K
Director, Human Resources
Authorized Signatory

Visionet Systems Private Limited

Registered Office : AMR Tech Park, # 23 & 24, Hosur Main Road, Bangalore - 560 068, INDIA. Tel: +91 80 6669 0000
Branch Office : Module # 105, TIDEL Park, ELCOT/SEZ, Coimbatore - 641 014, INDIA. Tel : +91 422 454 7700

www.visionetsystems.com

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

A-9 Sector 3, Noida 201301, UP, India.

T: +91 120 4382800 F: +91 120 2445974

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India

www.hcltech.com

www.hcl.com

EXPERIENCE LETTER

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. SHISHUPAL KUMAR**, Employee code **51447759** was an employee of **HCL Technologies Ltd.** from **Feb 14, 2013** till **Oct 27, 2021**. As per our records, his last designation at the time of exit from the company was **TECHNICAL LEAD**.

We wish **SHISHUPAL KUMAR** all the best in his future endeavours.

For HCL Technologies Ltd.



Authorized Signatory

Date: Nov 09, 2021

This is system generated document with scanned signature by authorized signatory does not require company Seal.

HCL