



## TECHNOLOGY SERVICES PRIVATE LIMITED

Date: 12<sup>th</sup> June, 2024

Name of Employee: VISMII K N  
Employee Code: CON0153

Dear VISMII K N,

This is to confirm that FIA Technology Services Pvt Ltd (the "Company") released you from your duties designated as "**Executive**" effective date 31/05/2024.

I, **VISMII K N**, do hereby solemnly agree and confirm the above-mentioned details and, subject to applicable law,:

Hereby release the Company, its subsidiaries, and affiliates, and their respective officers, directors, employees, and agents ("**Releasees**") from all action, causes of action, suits, debts, demands, covenants, complaints, contracts, claims and torts (both intentional and unintentional) arising in any way, directly or indirectly, from my employment with the Organization or any other representations, arrangements, or agreements whatsoever between the Releasees and me.

Agree not to make any claims or take any proceedings, in respect of the claims released, against any legal person who or which deem contribution or indemnity from the Releasees. specifically covenant, represent, and warrant to the Releasees that I have no further claim against the Releasees arising out of my employment or the termination of such employment; and acknowledge that the Releasees have complied with applicable law in respect of my employment and/or termination of such employment.

Hereby agree not to, individually and/or in association with any other person, directly or indirectly in any capacity, make, express, transmit speak, write, verbalize or otherwise communicate in any way (or cause, further, assist, solicit, encourage, support or participate in any of the foregoing), any remark, comment, message, information, declaration, communication or other statement of any kind, whether verbal, in writing, electronically transferred or otherwise, that might reasonably be construed to be derogatory or critical of, or negative toward, the Company or any of its directors, officers, Affiliates, subsidiaries, employees, agents or representatives (collectively, the "Company Representatives"), or that reveals, discloses, incorporates, is based upon, discusses, includes or otherwise involves any confidential or proprietary information of the Company or its subsidiaries or Affiliates, or to malign, harm, disparage, defame or damage the reputation or good name of the Company, its business or any of the Company Representatives.

I have read this Final Settlement Letter and have had the opportunity to obtain independent legal advice in respect of all its contents. I understand that this Final Settlement Letter contains a full and final release from all claims, subject to any applicable law, that I have or

VISMII K. N. 

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may have against the Releasees relating to my employment or the termination of such employment and that there is no admission of liability on the part of the Releasees in future and that any such liability is denied.

Further, represent that I have destroyed, deleted or discarded, all confidential information of the Releasees in any form outside of the workplace, such as on any computers, smartphones or PDAs, or any storage mechanism that I am or may be able to access or control such as hard drives, USB memory sticks, CDs, or any other electronic storage devices whether at home or on the internet, that I have used or maintained during the course of my employment with the Company.

Further, represent that for the period of twelve (12) months hereafter, without the prior written consent I shall neither directly or indirectly solicit or entice away (or seek or attempt to entice away) any existing employee from FIA Technology Service Pvt Ltd

Accord my free will and without any coercion, I hereby acknowledge and agree to comply with all legal obligations to the Company that survive the termination of my employment relationship with the Company, including, without limitation, those relating to confidentiality and non-competition.

All the foregoing shall endure to the benefit of the Releasees, their successors and assigns and be binding upon me and my respective heirs, executors, administrators, and assigns.

Accepted and Acknowledged By: \_\_\_\_\_

**Employee Name: VISMIJ K N**

**Date: 12<sup>th</sup> June, 2024**

VISMJ.K.N. 