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Deloitte.

HashedIn Technologies Private Limited
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March 08, 2024

Relieving Cum Service Certificate

To Whomsoever It May Concern

This is to certify that **Kaustubh Pandey,** (personnel no: **699579**) was employed by the Company and its affiliate from **August 22, 2022** to **February 13, 2024** designated as **Software Engineer I** at the time of leaving the Company.

Please refer to the annexure to this letter in page 2 & 3 for several Post-Employment obligations to the Company, its affiliates and related entities.

We wish you the very best in your future endeavors.

Yours truly,

For HashedIn Technologies Private Limited

SUBBARAO KARNAM ANIL KUMAR

Digitally signed by SUBBARAO KARNAM ANIL KUMAR
Date: 2024.03.08

Authorized Signatory

This document is digitally signed and does not require company seal.

For queries regarding verification of this letter, please send an email to usindhydevr@deloitte.com

For exit related queries, please send an email to USIIndiaExitManagement@deloitte.com

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You are reminded that by virtue of your employment, you acquired, were exposed to, had access to and made use of Proprietary Information of the Company and/or its affiliates or related entities. In recognition of the above, and as a condition of your employment, you entered into the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement with the Company to protect assets and information belonging to the Company, its affiliates or related entities, which includes several Post-Employment obligations to the Company, its affiliates and related entities. These continuing obligations include, without limitation, obligations relating to confidentiality, ownership of creations, non-solicitation of personnel and non-solicitation of clients. These post-employment obligations are summarized below:

Summary of Post-employment Restrictions

CONFIDENTIALITY

Proprietary Information and Personally Identifiable Information may not be disclosed to anyone outside of Deloitte US India Offices or any Connected Entity/ Subsidiary/ Affiliate without the prior written approval of an Authorized Representative*. Upon termination of employment with the Company, employees:

a. may not use or disclose Proprietary Information or Personally Identifiable Information, whether in documentary or digital form or committed to memory or in any other form, for any purpose;
b. may not retain or take with them any Proprietary Information or Personally Identifiable Information in a tangible form; and
c. must immediately deliver to the Company any Proprietary Information and Personally Identifiable Information in a tangible form that they may then or thereafter hold or control. "Tangible" form includes written or graphic form, on a computer disc, USB drive or other medium, on a website, or otherwise stored in or available through electronic or other form.

All employees have agreed to keep confidential any information or manuals relating to the Company's compensation and benefits schemes that may become known to them during the tenure of employment as an employee of the Company. All employees have also agreed to maintain the utmost secrecy with regard to the compensation and benefits package of any other employee of the Deloitte US India Offices or any Connected Entity/ Subsidiary/ Affiliate that becomes known to them during the course of employment and shall not discuss it with anyone.

NON-SOLICITATION

All employees have agreed to abide by the non-solicitation provisions as designed to protect the investment of the Deloitte US India Offices and all Connected Entities including their clients and employees.

a) **Non-Solicitation of Clients.** All employees have acknowledged that for a one year period after their employment with Company, they will not, directly or indirectly, solicit or provide services to any client of the Company or a Connected Entity/ Subsidiary/ Affiliate to which they provided (or participated in a proposal to provide) services during the two-year period prior to termination of employment with the Company. In this regard, all employees have acknowledged and agreed that the market for the kinds of services they rendered or will render as part of their work for a new employer: or a Connected Entity/ Subsidiary/ Affiliate reaches throughout, and in certain instances beyond, India and that the Proprietary Information which has been and will be provided to them relates to similar kinds of services rendered by the Company or a Connected Entity/ Subsidiary/ Affiliate throughout, and in certain instances beyond, India and therefore the geographic scope of this Agreement is reasonable and is designed to protect the Company's or a Connected Entity/ Subsidiary/ Affiliate's legitimate business interests in the preservation of Proprietary Information.

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b) **Non-Solicitation of Personnel** All employees have agreed not to, directly or indirectly,

a. solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any partner, principal, member, officer or employee of the Deloitte US India offices or a Connected Entity/ Subsidiary/ Affiliate to leave the Company or a Connected Entity/ Subsidiary/ Affiliate, or to join any firm or business with which they may be or become affiliated, or

b. participate in the hiring or admission of any partner, principal, member, officer or employee of the Company or a Connected Entity/ Subsidiary/ Affiliate,

c. or cause a contractor of the Company or a Connected Entity/ Subsidiary/ Affiliate to cease providing services to, with, or on behalf of the Company or such Connected Entity/ Subsidiary/ Affiliate.

INJUNCTIVE RELIEF

All employees have acknowledged and agreed that a breach of the above clauses could cause irreparable harm to the Company or a Connected Entity/ Subsidiary/ Affiliate and that, in addition to other remedies, the Company on behalf of itself or a Connected Entity/ Subsidiary/ Affiliate is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach.

To acknowledge your receipt of this letter, please sign in the space provided below and return to the Exit Team.

DocuSigned by:
DDBCC0347AA1484...

08/03/2024

(Signature of Employee and Date)