

UST/HR/DA/2023/CS

31 October 2023

Charge sheet

Dear Sivasankar Periyasamy (198350),

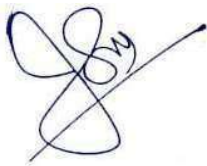
You were offered a career with US Technology International Private Limited (UST), accepting which you have joined the company on 17 June 2021. An employment agreement was also executed by you with the Company upon joining the Company. You are currently designated as Developer III - Software Engineering.

It is reported that while in employment of UST as above, you are working with Sun Security Service from 01 December 2020 and even now continuing your employment with Sun Security Service without disclosing the same to UST.

Your above willful and dishonest act of continuing employment in another Company (Sun Security Service) while remaining in the rolls of UST and drawing salary from UST is a serious breach of employment agreement signed by you with UST as well as against Company regulations and practice. The violation committed by you is also subversive of discipline and prejudicial to the interests of the Company.

In the circumstances stated above, we are giving you an opportunity to submit your explanation as to why disciplinary action shall not be taken against you for the above acts of misconduct levelled against you as above. If your explanation will not reach us within 4 days of receipt of this Charge sheet it will be presumed that you have no explanation to offer, and the matter will be proceeded without further reference to you.

For US Technology International Pvt Ltd



Jiju Sethu Madhavan
Director I – Human Resources