EMPLOYMENT AGREEMENT  
  
This Employment Agreement ("Agreement") is made on the 2nd day of January, 2022, at Chandigarh, Chandigarh.  
  
BY AND BETWEEN:  
Crove Inc, with its registered address at Office No. 46, 10th Floor, Sushma lnfinium, Zirakpur - 140603 (the "Employer") represented by Gourav Manchanda, and  
Gaurav Malik, son/daughter of Narender Singh Malik, resident of B 606, Aerohomes, Zirakpur - 140603 (the "Employee").  
  
WHEREAS, the parties involved desire to establish this Agreement in order to clearly outline and establish the terms and conditions governing the Employee's engagement with the Company.  
  
IN CONSIDERATION of the promises and other good and valuable consideration, the Company and the Employee hereby mutually pledge and consent to the following terms and conditions:  
  
1. Employment:  
The Employee agrees to faithfully and diligently perform all duties required of their position. They shall comply with all Employer policies, procedures, rules, and regulations.  
  
2. Position Title:  
The Employee will be placed as a Chief Marketing Officer and is expected to carry out the enumerated responsibilities in a professional manner.  
  
3. Compensation:  
a. The Employee shall be paid a salary of Rs. 18,00,000.00 per annum, subject to statutory deductions.  
b. The salary shall be reviewed annually.  
c. Reasonable employment-related expenses shall be reimbursed with appropriate receipts.  
  
4. Vacation:  
The Employee shall be entitled to 24 days of vacation.  
  
5. Probation Period:  
The first 30 days of employment shall constitute a probationary period during which the Employer may terminate the Employee's employment without notice or cause.  
  
6. Performance Reviews:  
The Employee will receive a written performance appraisal at least once per year.  
  
7. Obligations of the Employee:  
a. The Employee must abstain from theft, fraud, misrepresentation, or any other illicit activity.  
b. The Employee must refrain from theft of the Employer's property and attempting to defraud the Employer.  
c. The Employee shall not undertake part-time or full-time employment, consultations with external entities, or involvement in other business activities.  
d. The Employee must adhere to all Company policies, including those concerning Leave and Sexual Harassment.  
e. The Employee is prohibited from engaging in any form of sexual harassment within and around the workplace.  
  
8. Intellectual Property Assignment:  
The Employee acknowledges that any work or intellectual property created during their employment belongs to the Employer.  
  
9. Competing Business:  
During the term of this Agreement and for one year following its termination, the Employee agrees not to engage in any employment, consulting, or other activities related to the Employer's business without prior written consent.  
  
10. Confidentiality:  
a. The Employee must maintain the confidentiality of the Employer's trade secrets, source code