



Recruitment Services Agreement

This Agreement is made on 12th October, 2025 between:

Infintrix Global Limited, a Company registered and existing under the laws of India and having its head office in 4th floor, Kemp Plaza, Chincholi Bunder Road, Malad West, Mumbai, Maharashtra – 400064, India, (Hereinafter referred to as “**Client**”)

AND

ACME Global Hub Private Limited having its registered office at , 504 & 506, 4th Floor KTC Illumination, HITEC City, Madhapur, Hyderabad, Telangana – 500081, India (here in after referred to as “**Consultant**”).

A. **Whereas** the Client is desirous of appointing the Consultant to provide the certain services such as sourcing candidates for available positions, coordinating profiles and interviews, conducting screening processes, follow up and coordination with candidates (“**Services**”).

B. **Whereas** Client agrees to appoint the Consultant and the Consultant agrees to such appointment, to provide the Services for the compensation set out on the terms set out in this Agreement.

C. **Whereas** the Consultant has represented to the Client that it has the required professional skills, personnel, license and technical resources to provide the Services on the terms and conditions set forth in this Contract. Whereas the Client and the Consultant have agreed to enter into this Contract to record the terms of appointment in writing.

NOW THEREFORE the Parties hereby agree as per the following:

1. This Memorandum of Agreement and the Appendices if any thereto embody the entire agreement between the Parties, (“the Contract”).
2. The terms and conditions hereof to appoint the Consultant to perform the services related to Recruitment as per Demand of Client. Selection and finalization of candidates will be on sole discretion of Client.
3. The Client agrees to engage the Consultant, who agrees to provide the Services subject to the terms of this Contract. The Client agrees to notify the Consultant immediately an offer of engagement is accepted and to provide the Company with details of the agreed remuneration.
4. The Client agrees to pay the Consultant a professional fee equal to 8.33 % of the candidates’ Annual Gross Salary for the hired role in all job categories. Any taxes as applicable on the professional fee will be paid by the Client.



5. The Client agrees to pay the fee of the Consultant, after 30 days of the candidate joining the Client. The Client would be invoiced after the candidate joining date.
6. This Contract is not exclusive to the Consultant. The Client retains the right to enter into non-exclusive recruiting contracts with other recruiting firms.
7. This contract shall commence on the date signed by both parties and continue for two (2) years thereafter. Both parties shall terminate this Contract by giving (30) thirty days prior notice.
8. **Replacement Clause:** In case the candidate leaves the organization of his/her own accord in 30 days' time, **Consultant** would provide a replacement of the candidate without any service charges. **Failing this, Consultant** will repay the payments (if already made) for that candidate back to Client.
9. The period of 30 days means the number of days the candidate is on the client's rolls, and hence includes the period served after giving resignation.
10. However, the refund must be subject to condition that, the exit of the candidate has not occurred due to the following reasons:
 - I. No-fault Termination.
 - II. Change in the Role, Title / Designation.
 - III. Transfer to some other location / role.
 - IV. Any Merger & Acquisition activity.
 - V. Changes in the Terms & Conditions of the offer at the time of joining.
11. Any candidate hired through efforts of consultant, leaves within 30 days of joining, the client will notify about the same within the next 7 working days.
12. Consulting fee will only be refunded if Consultant fails to provide the replacement within the time-line of 30 days.
13. Consultant shall not indulge in any monetary dealing with candidates & never demand or charge service charges / fees in any mode from candidates for placements at any level.
14. All current or forthcoming client projects involving the deployment of IT resources from ACME Global will operate autonomously and will not be subject to the terms of this Recruitment Service Agreement.



Data Protection

The Consultant shall be fully responsible for protecting the database or any information provided by The Client. In case of data manipulation or fraud committed by the Consultant employees, the Client shall be fully liable for any type of consequential losses.

IN WITNESS WHEREOF, the duly authorized officers of the parties have executed this Agreement to be effective as of the effective date noted.

ACME Global Hub Pvt. Ltd.,	Infintrix Global Limited
The First Party:	The Second Party:
Signature:  <small>DocuSigned by: S.M. Hussaini EB53B27297A64F6...</small>	Signature:  <small>Digitally signed by Bhavin Gandhi Date: 2025.10.11 08:29:33 +05'30'</small>
Name: S.M. Hussaini	Name: Bhavin Gandhi
Title: Director	Title: Director
Date: 2/11/2025 04:51 PST	Date: 11-10-2025