

TECHNOVA SOLUTIONS PRIVATE LIMITED  
RAHUL SHARMA

## 1. EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT (hereinafter referred to as the "Agreement") entered into this 15th day of March 2017.

BY AND BETWEEN:

TechNova Solutions Private Limited (CIN U72900WB2015PTC205678), a company existing under the Companies Act, 2013 and having its registered office at 5th Floor, Infinity IT Park, Sector V, Salt Lake, Kolkata, West Bengal - 700091, hereinafter referred to as the "Company" (which expression shall, unless repugnant to the context, include its successors and permitted assigns);

AND

Mr. Rahul Sharma (PAN AQZPS4587K), son of Mr. Mahesh Sharma, aged about 34 years, residing at Flat 402, Lake View Residency, New Town, Kolkata, West Bengal - 700156, hereinafter referred to as the "Employee".

The Company and the Employee shall collectively be referred to as "Parties" and individually as a "Party".

WHEREAS:

A. The Company is engaged in the business of software development, enterprise technology solutions, and IT consulting services.

B. The Employee has 10 years of experience in the field of software engineering and project management, and as represented to the Company, can bring substantial development in the field of enterprise cloud infrastructure and digital transformation, which is integral to the Business.

C. The Company, pursuant to interviews held by Ms. Ananya Ghosh, HR Director, on 20 February 2017, and as recommended by the Managing Director, has agreed to employ the Employee as Senior Technical Manager.

## 3. REMUNERATION

The Company shall pay the Employee a consolidated remuneration on a cost-to-company basis of:

Rs. 1,80,000 (Rupees One Lakh Eighty Thousand Only) per month with effect from 1 April 2017, subject to revision by the Board.

## 4. LEAVE

Employee entitled to 30 paid days annual leave plus company holidays.

## 5. INTELLECTUAL PROPERTY

All intellectual property created during employment shall belong exclusively to the Company.

## 8. TERMINATION

Company notice period: 4 weeks  
Employee notice period: 12 weeks

Permanent disability termination allowed after 3 consecutive months incapacity.

## 10. INDEMNITY

Governing law: India  
Jurisdiction: Courts in Kolkata

#### 11. ARBITRATION

Venue: Kolkata  
Language: English  
Law: Arbitration and Conciliation Act, 1996

#### SIGNATURES

IN WITNESS WHEREOF the Parties have executed this Agreement on the date first written above.

SIGNED AND DELIVERED by

TechNova Solutions Private Limited

By the hand of Mr. Arvind Mukherjee, Managing Director  
pursuant to board resolution dated 10 March 2017

Witness:

Name: Suman Das  
Address: Kolkata