

EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement") is made and entered into this 6th day of July, 2025, by and between GlobalTech Ltd., a company duly incorporated under the Companies Act, 2013, having its registered office at Tower 9, CyberCity, Hyderabad (hereinafter referred to as the "Employer"), and Ms. Priya Sharma, daughter of Mr. Ramesh Sharma, residing at Plot 16, Lakeview Residency, Gachibowli, Hyderabad (hereinafter referred to as the "Employee").

1. POSITION: The Employee is hereby employed in the capacity of "Senior Software Engineer". The Employee shall report to the Head of Engineering and perform duties assigned in accordance with the Employer's policies and project requirements.

2. COMMENCEMENT AND TERM: This Agreement shall be effective from August 1, 2025. The initial term shall be one (1) year and may be renewed thereafter on a yearly basis subject to mutual consent.

3. COMPENSATION: The Employee shall be entitled to an annual gross remuneration of INR 12,00,000, payable monthly. The compensation package includes basic salary, HRA, special allowances, and performance bonuses as applicable.

4. WORK HOURS & LOCATION: The Employee agrees to work a minimum of 40 hours per week from the Employer's office or approved remote locations, adhering to the schedule provided by the Employer.

5. PROBATION AND TERMINATION: The Employee shall undergo a probation period of six (6)

months. During probation, the Agreement may be terminated by either party with fifteen (15) days' written notice. After confirmation, sixty (60) days' notice is required for resignation or termination.

6. CONFIDENTIALITY: The Employee shall maintain strict confidentiality of all information related to the Employer's business, including but not limited to source code, algorithms, internal policies, financial records, and client data.

7. NON-COMPETE CLAUSE: For a period of one (1) year following termination, the Employee shall not engage directly or indirectly in any business that competes with the Employer, nor solicit any employees or clients of the Employer.

8. INTELLECTUAL PROPERTY: Any inventions, code, systems, or solutions developed by the Employee during the course of employment shall remain the sole property of the Employer.

9. LEAVE POLICY: The Employee shall be entitled to 20 paid leaves annually, in addition to gazetted public holidays, as per the company's leave policy.

10. GOVERNING LAW: This Agreement shall be governed by the laws of India, and all disputes arising hereunder shall be subject to the jurisdiction of courts in Hyderabad.

IN WITNESS WHEREOF, the parties have signed this Agreement on the date first written above.

Signed:

For GlobalTech Ltd.

Ms. Priya Sharma