

EMPLOYMENT AGREEMENT

This Employment Agreement ("**Agreement**") is made and entered into on this 22nd day of August, 2025.

BY AND BETWEEN:

Zenith Marketing Solutions Pvt. Ltd., a company incorporated under the Companies Act, 2013, with its registered office at 8th Floor, Corporate Hub, Andheri-Kurla Road, Andheri (East), Mumbai, Maharashtra - 400059, India (hereinafter referred to as the "**Company**" or "**Employer**"),

AND

Ms. Neha Sharma, daughter of Mr. Rakesh Sharma, residing at C-Wing, Flat 1502, Gardenia Complex, S.V. Road, Borivali (West), Mumbai, Maharashtra - 400092 (hereinafter referred to as the "**Employee**").

WHEREAS the Company is engaged in the business of providing digital marketing and advertising services, and is desirous of employing the Employee in the capacity of a Junior Digital Marketing Executive, and the Employee is willing to be employed in the said capacity, on the terms and conditions set forth below.

NOW, THEREFORE, IT IS HEREBY AGREED AS FOLLOWS:

1. APPOINTMENT AND DESIGNATION

The Company hereby appoints the Employee, and the Employee accepts the appointment, as a Junior Digital Marketing Executive. The Employee's initial place of posting shall be the Company's office in Mumbai.

2. DATE OF COMMENCEMENT

The employment shall commence on September 1, 2025 ("Date of Joining").

3. PROBATION

The Employee shall be on probation for a period of six (6) months from the Date of Joining. Upon satisfactory completion of the probation period, the Employee's employment shall be confirmed in writing. The Company reserves the right to extend the probation period or terminate the employment with one week's notice during the probation period.

4. DUTIES AND RESPONSIBILITIES

The Employee shall perform the duties assigned to her from time to time, including but not limited to managing social media campaigns, assisting in SEO/SEM activities, content creation, and analyzing marketing data. The Employee shall devote her full time and attention to the business of the Company.

5. COMPENSATION AND BENEFITS

a. The Employee shall be entitled to an annual Cost to Company (CTC) of ₹6,00,000/- (Rupees Six Lakh only). A detailed breakdown of the salary structure is provided in Annexure A attached hereto.

b. The Employee's salary shall be subject to statutory deductions, including but not limited to Employee Provident Fund (PF), Professional Tax, and Income Tax (TDS) as applicable by law.

c. The salary will be reviewed annually at the discretion of the Company.

6. HOURS OF WORK AND LEAVE

a. The normal working days shall be Monday to Friday, from 10:00 AM to 6:30 PM.

b. The Employee shall be entitled to leave (Casual Leave, Sick Leave, Earned Leave) as per the Company's leave policy, which shall be compliant with the Maharashtra Shops and Establishments Act.

7. CONFIDENTIALITY

The Employee shall not, at any time during or after the termination of her employment, disclose any confidential information, trade secrets, or business affairs of the Company to any third party.

8. TERMINATION OF EMPLOYMENT

a. After confirmation, this Agreement may be terminated by either party by giving one (1) month's written notice to the other party or payment of one month's gross salary in lieu of such notice.

b. The Company may terminate this Agreement without notice or payment in lieu of notice for any act of gross misconduct, insubordination, or material breach of the terms of this Agreement.

9. GOVERNING LAW AND JURISDICTION

This Agreement shall be governed by and construed in accordance with the laws of India. The courts in Mumbai, Maharashtra shall have exclusive jurisdiction over any matter arising out of this Agreement.

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

For Zenith Marketing Solutions Pvt. Ltd.

Name: Aditya Verma

Title: Head of Human Resources

Employee

Name: Neha Sharma

ANNEXURE A
SALARY BREAKDOWN FOR MS. NEHA SHARMA

(Designation: Junior Digital Marketing Executive)

Component	Amount per Month (₹)	Amount per Annum (₹)
A. Monthly Components		
Basic Salary	25,000	3,00,000
House Rent Allowance (HRA)	12,500	1,50,000
Special Allowance	8,300	99,600
Gross Monthly Salary	45,800	5,49,600
B. Company Contributions		
Employer's PF Contribution	3,600	43,200
Gratuity	1,202	14,424
Total Contributions	4,802	57,624
C. Deductions from Salary		
Employee's PF Contribution	(3,600)	(43,200)
Professional Tax	(200)	(2,500)
TOTAL COST TO COMPANY (A+B)		6,00,000
NET IN-HAND SALARY (Gross - Deductions)	42,000	5,03,900