

RESTRICTED STOCK UNIT (RSU) GRANT AGREEMENT

Vesting Schedule: 25% per year , quarterly vesting over a year

Grant Price: Not Applicable (RSUs are granted free of cost)

1. Grant of RSUs

The Company hereby grants the above-mentioned number of RSUs to the employee, subject to the terms and conditions set forth in this agreement and the Company's Equity Incentive Plan.

2. Vesting Terms

RSUs will vest over time, subject to the employee's continued employment. The standard vesting schedule is as follows:

Unvested RSUs will be forfeited upon termination of employment unless otherwise stated.

3. Taxation

Upon vesting, the fair market value of the vested RSUs will be treated as **salary income** and taxed accordingly under prevailing laws. The company may:

- Withhold shares to cover taxes, or
- Require the employee to pay taxes out of pocket.

Employees are advised to consult a tax advisor for personal tax implications.

4. Delivery of Shares

Shares will be issued to the employee upon vesting and settlement, subject to the satisfaction of all tax obligations and company approvals.

5. Non-Transferability

RSUs are non-transferable and may not be sold, assigned, pledged, or otherwise transferred until they are vested and settled.

6. Termination of Employment

In the event of termination of employment, any unvested RSUs will automatically be cancelled, unless otherwise provided in the equity plan or employment contract.

7. General Terms

This Grant Agreement is governed by the laws . All disputes shall be subject to the jurisdiction of the courts.

Acknowledgment:

I acknowledge that I have read and understood the terms and conditions of this RSU Grant Agreement and agree to be bound by them.

Employee Signature: _____

Date: _____

Authorized Company Representative: _____

Date: _____