

EMPLOYMENT AND CONFIDENTIALITY AGREEMENT

This Employment and Confidentiality Agreement ("Agreement") is made on 28 October 2025, by and between:

AlphaTech Solutions Pvt. Ltd., a company incorporated under the Companies Act, 2013, having its registered office at 42, Cyber Park, Gurugram, Haryana – 122001, India (hereinafter referred to as the "Company"), and John Doe, residing at 15, Green Valley Apartments, New Delhi – 110018 (hereinafter referred to as the "Employee").

1. Position and Duties The Employee agrees to serve the Company as a Software Engineer and perform such duties as may be assigned from time to time. The Employee shall devote full working time and attention to the Company's business and shall not engage in any other employment during the tenure of this Agreement.

2. Term This Agreement shall commence on 1 November 2025 and shall continue until terminated by either party in accordance with the provisions contained herein.

3. Compensation The Company agrees to pay the Employee a salary of INR 1,20,000 per month, subject to applicable deductions and payable on or before the 7th of each month. The Employee shall also be eligible for performance-based bonuses as per Company policy.

4. Confidentiality The Employee acknowledges that during the course of employment, they may have access to trade secrets, client lists, source code, project details, and financial information belonging to the Company. The Employee agrees: - Not to disclose any such information to any third party without prior written consent from the Company. - To use such information solely for the benefit of the Company. - This obligation shall survive the termination of employment.

5. Intellectual Property All inventions, code, designs, or materials created by the Employee during their employment that relate to the Company's business shall remain the exclusive property of the Company.

6. Non-Compete and Non-Solicitation The Employee agrees that for a period of 12 months after leaving the Company, they shall not: - Work for, consult, or be associated with any competitor engaged in similar business activities. - Directly or indirectly solicit any clients or employees of the Company.

7. Termination Either party may terminate this Agreement by providing 30 days' written notice. The Company reserves the right to terminate immediately in cases of gross misconduct, breach of confidentiality, or violation of Company policy.

8. Dispute Resolution Any disputes arising from this Agreement shall be subject to arbitration under the Arbitration and Conciliation Act, 1996, and conducted in New Delhi. The language of arbitration shall be English.

9. Governing Law This Agreement shall be governed by and construed in accordance with the laws of India, and the courts of Delhi shall have exclusive jurisdiction.

IN WITNESS WHEREOF, both parties have executed this Agreement on the day and year first written above.

For AlphaTech Solutions Pvt. Ltd. Authorized Signatory: _____ Date: _____

Employee: Signature: _____ Date: _____