



## EMPLOYMENT AGREEMENT

This agreement lays down the terms of employment, agreed upon by the employer and employee. Whether stated explicitly in the agreement or not, both the employee and the employer have the duty of mutual confidence and trust, and to make only lawful and reasonable demands on each other.

This EMPLOYMENT AGREEMENT (Hereinafter, the "Agreement") is entered into on this 24 day of April, 2025,

### BY AND BETWEEN

Arbaj Pvt Ltd, a private limited company incorporated under the Companies Act, 2013, having its registered office at pune (hereinafter referred to as the "Company" or "Employer", which expression shall, unless repugnant to the meaning or context hereof, be deemed to include all permitted successors and assigns),

### AND

rushi kapse, aged years and residing at 123 Main St, City, Country(hereinafter referred to as the "Employee", which expression shall, unless repugnant to the meaning or context hereof, be deemed to include all permitted successors and assigns).

### WHEREAS,

the parties hereto desire to enter into this Agreement to define and set forth the terms and conditions of the employment of the Employee by the Company;

### NOW, THEREFORE,

in consideration of the mutual covenants and agreements set forth below, it is hereby covenanted and agreed by the Company and the Employee as follows:

#### 1. Interpretation

In this agreement the following terms shall have the following meanings:

- a) **"Confidential Information"** means any trade secret or other information which is confidential or commercially sensitive and which is not in the public domain.
- b) **"The Employment"** means the employment of the Employee by the Company in accordance with the terms of this agreement.
- c) **"Group Company"** means the Company, any company of which it is a Subsidiary and any Subsidiaries of the Company.
- d) **"Subsidiary"** means a company as defined in section 2(87) of the Companies Act 2013.
- e) **"Termination Date"** means the date on which the Employment ceases.

#### 2. Position

- a. Upon execution of this Agreement, the employee would be posted as the MERN STACK DEVELOPER of the Company.
- b. During the term period of this Agreement, the Company may change the employee's above mentioned post (or position) or location based on the Company's production, operation or working requirements or according to the employee's working capacities and performance.

#### 3. Term and Probation Period

- a. It is understood and agreed that the first \_\_\_ days of employment shall constitute a probationary period during which period the Employer may, in its absolute discretion, terminate the Employee's employment, without assigning any reasons and without notice or cause.
- b. After the end of the Probationary Period, the Employer may decide to confirm the Employment of the Employee, in its sole discretion.
- c. After the end of the Probationary Period, this Agreement may be terminated in accordance with Clause 12 of this Agreement.
- d. The Company agrees to Employee and the Employee agrees to work with the required professional skills, technical capabilities resources for the Company for a minimum term of 2 years (24 months) including the Probation Period.

#### 4. Performance of Duties

The Employee agrees that during the Employment Period, he/she shall devote his/her full business time to the business affairs of the Company and shall perform the duties assigned to him/her faithfully and efficiently, and shall endeavor, to the best of his/her abilities to achieve the goals and adhere to the parameters set by the Company.

#### For and on behalf of the Company

Arbaj Pvt Ltd

#### Employee's Signature

Signature

rushi kapse

MERN STACK DEVELOPER

Date: 2025-04-24