

1Employment Agreement

May 25th, 2025

Maryum Urooj Ahmed,
16-3-991, FNO205, Chanchalguda,
Saidabad, Hyderabad

Dear **Maryum,**

We are pleased to offer you this position of a **Jr. Software Engineer** with **XIT Solutions Pvt Ltd.** (the “Company”) on the following terms and conditions of employment effective from **01st May 2025**. Your employment is contingent upon your agreement to these terms and conditions, as evidenced by you signing the acknowledgement copy of this letter and returning it to us before you join the Company located at 8-2-618/2/ A, Delta Seacon Building, B-401, Road #11, Banjara Hills, Hyderabad 500034 and Telangana -India.

Company:

The Company is in the business of providing software application development and information technology consulting services to customers on a contract basis. It provides such services primarily through its employees. The Company seeks to provide the highest level of service to its Customers by recruiting, locating, training and retaining employees who have and/or will develop the high level of computer programming, engineering and consulting skills necessary to fully service its Customers’ needs. To do so, the Company invests substantial funds to recruit, relocate, train and retain its employees and to market its services to its Customers. Moreover the Company, also at great expense, has established and maintained policies and procedures to enhance the quality and reliability of its services to its Customers and to provide long term, rewarding employment for its employees. To protect these investments, and the Company’s interests for which they are made, the terms and conditions of your employment expressly limits use and disclosure of confidential and proprietary information, soliciting employment with our Customers, soliciting our employees to leave their employment, and terminating your employment without reasonable and timely notice. You agree that these provisions will not prevent you from obtaining employment in the computer-consulting field after your employment with the Company ends.

Compensation and Benefits:

Your annual take home gross compensation including all benefits and allowances will be **4,50,000 (Four Lakhs Fifty Thousand)**. You will be paid on or before the fifth of each month. You agree to commit yourself to the company for at least 2 years. In case you decide to quit before the span of 2 years, you are required to serve 2 months’ notice and pay a penalty of 1 Lakh paid towards early contract termination fee payable to XIT Solutions Pvt Ltd. You will be entitled to customary legal holidays as recognized by the Company. You are also entitled to 12 days of casual leaves and 6 days of sick leaves per year upon the completion of at least 6 months of FULL TIME employment.

Confidentiality:

During the course of your employment, you will learn and/or be privy to confidential and proprietary information concerning the Company, its Customers and its employees. You may also learn and/or be privy to confidential and proprietary information of the Company’s Customers. Preservation of the secrecy of such confidential and proprietary information is of great value and importance to the Company and its Customers. You therefore agree that, both during your employment and at all times thereafter, you will not directly or indirectly use or disclose any such confidential or proprietary information, except with prior written approval from the Company and/or its Customers, as the case may be. During the course of your employment, you may be requested to sign additional, specific confidentiality agreements for the benefit of the Company’s Customers and you agree to do so. You also may receive documents, files or other materials (including computer generated or stored matters) which contain confidential or proprietary information of the Company and/or its Customers. You agree to return all such documents, files and materials, and any and all copies thereof, before termination of your employment. Finally, to the extent that you have agreed to confidentiality or non-disclosure agreements in prior employment relationships,

you agree to comply with such agreements and to not use or disclose the confidential and proprietary information of others in connection with your employment by the Company.

Termination:

Except in cases of termination by the Company due to your willful misconduct or non-performance or refusal to report for work in accordance with the Company's instructions, the Company will provide you one month's advance notice of termination of employment or salary in lieu of notice period. Likewise, you have to provide the Company with **one month** advance notice of your resignation from employment. If a notice period is not served and you decide to terminate this contract, you authorize the Company to deduct and withhold any outstanding payment from any compensation or other amounts otherwise owed or payable to you. In this Agreement, the word "terminate" includes, but is not limited to, resignation, dismissal incapacity and any other form by which your employment with the Company ceases.

Ownership of Intellectual Property:

You agree that all inventions, improvements, development and/or discoveries (whether or not patentable), and all works of authorship (whether or not copyrightable) (hereinafter collectively "Intellectual Property") that are related to the business of the Company, or the Company's Customers for whom you have provided computer programming, engineering or consulting services as an employee of the Company, which you conceive of, create or make within the scope of your employment, whether solely or jointly with another or others, shall be the sole and exclusive property of the Company and/or its Customers or their respective successors, assigns or be the sole and exclusive property of the Company and/or its Customers or their respective successors, assigns or nominees, as determined by the Company and the Customers involved (the "Owner"). You further agree that you shall promptly and fully disclose all such Intellectual Property and shall execute, acknowledge and deliver, upon request of the Owner and without further compensation, either during or subsequent to your employment, all instruments which are desirable or necessary to prosecute an application for and to acquire, maintain and enforce all letters, patents, trademarks, registration and copyrights covering such Intellectual Property in all countries and to assign and transfer your entire right, title and interest in and to such Intellectual Property to the Owner and to otherwise more fully evidence Owner's ownership of same.

Customer Relationships and Non-Solicitation of Employment:

You will develop relationships of special trust and confidence with the Company's Customers and its employees. Such relationships of trust and confidence are of great value and importance to the Company and are for the Company's exclusive benefit. During your employment you shall not directly or indirectly expropriate any corporate opportunities or otherwise engage in any conduct adverse to the best interests of the Company and its relationships with its Customers. Specifically, during your employment, and for a one (1) year period following termination of your employment for whatever reason, you shall not, directly or indirectly, solicit employment by any Customer of the Company for whom you have provided computer programming, engineering or consulting services as an employee of the Company. Moreover, the Company's relationships with its Customers are governed by contracts which prohibit the offering of direct employment of the Company's employees by breach of this agreement. If, during your employment, or during the one (1) year period following termination of your employment, you are or contacted by any Customer offering you employment, you agree to notify the Company immediately in writing.

Non Solicitation of Customers:

During your employment, and for a period of one (1) year following the termination of your employment for whatever reason you shall not, directly or indirectly, solicit the business of (or otherwise deal in any manner adverse to the Company), or offer to provide any software engineering, consulting or programming services to any Customer of the Company (including the Customer's customer) regardless of whether or not you personally dealt with that party during your employment. If, during your employment, or during the one (1) year period following termination of your employment, you are contacted by any Customer of the Company offering to employ you to provide any software engineering, consulting or programming services, you agree to notify the Company immediately in writing.

XIT Solutions Pvt. Ltd.

8-2-618/2/A Delta Seacon, B-401, Road No. 11,
Banjara Hills, Hyderabad, Telangana – 500034.
Ph: 040-49544904, info@xtreamitsolutions.com



Non Solicitation of the Company's Employees:

During your employment, and for a one (1) year period following termination of your employment for whatever reason, you shall not, directly or indirectly, solicit the services of (or otherwise deal in a manner adverse to the Company) any employee of the Company or induce such employees to terminate his or her employment. If, during your employment, you are approached or contacted by any employee or former employee of the Company suggesting, proposing, recruiting or inducing you to terminate your employment with the Company, you agree to notify the Company immediately in writing.

Assignability:

You specifically acknowledge and agree that in the event the Company should undergo any change in ownership or change in structure or control, or should the Company transfer some or all of its assets to another entity, the provisions of this agreement and the right to enforce the same contained herein may be assigned by the Company to any company, business, partnership, individual or entity, and that you will continue to remain bound by the terms hereof.

This agreement is complete and exclusive statement of the understanding between the parties which supersedes all proposals oral or written, and all other communications regardless of the form thereof between XIT Solutions Pvt Ltd and the above named Employee, relating to the subject matter of this agreement. This agreement shall not be modified or amended except by written consent of duly authorized representatives of XIT Solutions Pvt Ltd and the Employee. This agreement will be in effect until both parties' issues a written statement nullifying this contract.

Please acknowledge receipt and acceptance of this employment by signing this letter and return it via fax or in person and or mailing the original to us.

Should you have any questions, please feel free to contact us.

On behalf of all of us, Welcome to XIT Solutions Pvt Ltd. We are excited about the prospect of your joining our company.

Employee

A handwritten signature in blue ink, appearing to read 'Maryum', written over a horizontal line.

Maryum Urooj Ahmed

PAN # EDSPA8251E

Date:

XIT Solutions Pvt. Ltd.



Zubair Ahmed

Director of Operations.

Date: May 25, 2025