***EMPLOYMENT CONTRACT***

*This Employment Contract (hereinafter referred to as the "Agreement") is made on this 26th day of September, 2024*

*BETWEEN*

*Company XYZ, a company incorporated under the Companies Act, 2013, having its registered office at 123 Tech Park, Cyber City, Gurugram, Haryana 122002 (hereinafter referred to as the "Company")*

*AND*

*Mr. Ram Kumar, son of Mr. Suresh Kumar, residing at 456 Green Avenue, Sector 18, Noida, Uttar Pradesh 201301 (hereinafter referred to as the "Employee")*

*WHEREAS the Company is desirous of appointing the Employee as Senior Software Engineer and the Employee has agreed to accept the employment on the terms and conditions set forth in this Agreement.*

*NOW THIS AGREEMENT WITNESSETH AS FOLLOWS:*

1. *APPOINTMENT AND TERM 1.1 The Company hereby appoints the Employee as Senior Software Engineer, and the Employee accepts this appointment. 1.2 The employment shall commence on October 1, 2024, and shall continue unless terminated in accordance with the provisions of this Agreement.*
2. *DUTIES AND RESPONSIBILITIES 2.1 The Employee shall perform such duties as are customarily performed by one holding such position in similar businesses and as may be assigned from time to time by the Company. 2.2 The Employee shall devote his full time, attention, and abilities to the Company's business during the term of employment.*
3. *REMUNERATION 3.1 The Employee shall be paid a gross salary of INR 18,00,000 (Eighteen Lakhs Rupees) per annum, payable in 12 equal monthly installments. 3.2 The salary shall be subject to statutory deductions as per Indian law.*
4. *WORKING HOURS AND LEAVE 4.1 The standard working hours shall be from 9:00 AM to 6:00 PM, Monday to Friday, with a one-hour lunch break. 4.2 The Employee may be required to work additional hours as necessary to fulfill the duties of the position. 4.3 The Employee shall be entitled to 20 days of paid leave per annum, in addition to public holidays as declared by the Company.*
5. *CONFIDENTIALITY 5.1 The Employee shall not, during the term of employment and for a period of two years thereafter, disclose any confidential information relating to the business of the Company to any person or entity.*
6. *INTELLECTUAL PROPERTY 6.1 All intellectual property created by the Employee during the course of employment shall belong to the Company.*
7. *TERMINATION 7.1 Either party may terminate this Agreement by giving two months' notice in writing to the other party. 7.2 The Company may terminate this Agreement immediately for cause, including but not limited to breach of contract or misconduct.*
8. *GOVERNING LAW 8.1 This Agreement shall be governed by and construed in accordance with the laws of India.*
9. *DISPUTE RESOLUTION 9.1 Any dispute arising out of or in connection with this Agreement shall be resolved through arbitration in accordance with the Arbitration and Conciliation Act, 1996.*

*IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date first above written.*

*For Company XYZ Employee*

*Authorized Signatory Ram Kumar Name: Priya Sharma Designation: HR Director*

*Witness 1: Witness 2:*

*Name: Amit Patel Name: Sneha Gupta Address: 789 Oak Lane, Mumbai Address: 101 Pine Street, Bangalore*