

THIS AGREEMENT, made as of the 1st Xxx 2025 between Incuber Services LLP, at “418, 4th floor, Jaipur Electronics Market, Riddhi Siddhi Circle, Gopalpura, Jaipur, Rajasthan, 302018” here in after referred to as "the Company" and “Mr. XXXXXXXXXXXXXXXXXXXX, home address XXXXXXXXXXXXXXXXXXXX XXXXXXXXXXXXXXXXXXXX XXXX, Email Address XXXXXXXXXXXXXXXXXXXX@XXXXXX.com, Phone Number XXXXXXXXXXXXXXXXXXXX, PAN and Adhar Card Numbers XXXXXXXXXXXXXXXX, XXXXXXXXXXXXXXXX,” here in after referred to as "the Employee" and or “XXXX”. THIS AGREEMENT WITNESSETH, that in consideration of the premises and mutual covenants and agreements as outlined in the Incuber Services LLP Employee Manual Version 9.1.3, which is deemed incorporated herein, it is agreed by and between the parties here to as follows:

1. Employee’s employment term shall commence from or about XXXXXXXXXXXX or so, and unless terminated or extended; shall be up to about 12 months; after the training time, or upon completion of 2975 hours of actual work after training, which ever ends later; after the ending of the training period, in accordance with the provisions of this agreement and the employee manual as attached. The training period, if any, may be of one day or up to 6 months, unless an extension after six months is also offered. The actual work time counts after the training period has expired. Except for the length of the training period, all terms and conditions applicable to full time employees are also applicable to the trainees. This employment is being offered by the company “AT COMPANY’S WILL”. However, the employee has to provide 45 days notice period, to leave company’s employment during the extended period, if this employment is extended. Employee shall also give 45 days notice to company if he is unwilling to continue beyond the initial employment period. Employee’s initial work title and work, in general, or may be defined as “XXXXXXXXXXXX” including but not limited to 40% work in other business streams, rest of the time may be in XXXXXXXXXXXXXXX. The employee shall possess and deliver, minimum of four key skill sets as defined by the company. In consideration of the professional services to be provided by the employee; exclusively only to the company, he has agreed of her free will, that during the term of her employment, he may be paid a gross salary of INR 22,500.00 per calendar month, from 1st XXX 2025. Salary increments are based on the employee performance and not the time period served.

2. This agreement may be modified, only, if agreed upon by both parties in writing. Any notice given in connection with this agreement shall be in writing. This Agreement contains the complete agreement concerning the employment arrangement between the parties and shall, as of the effective date hereof, shall supersede all other agreements, if any, between the parties. The validity, interpretation, construction and performance of this agreement shall be governed by the Laws of the State of Rajasthan, India. This agreement shall be interpreted with all necessary changes in gender and in number as the context may require and shall inure to the benefit of and be binding upon the respective successors and assigns of the parties hereto. If any term of this Agreement is held by a court to be invalid or unenforceable, yet this agreement, including all of the remaining terms, will remain in full force and effect as if such unenforceable term was never included.

3. The parties agree to use their best efforts to amicably resolve a disagreement and or a dispute relating to this Agreement if any. Any controversy, claim or dispute that cannot be so resolved, shall be settled by a final binding arbitration in accordance with the rules of the laws of the state of Rajasthan, India and judgment upon the award rendered by the arbitrator(s) may be entered into any court having jurisdiction there of. Arbitration shall be conducted as per provision written the company policy, as attached here with. The arbitration provision may be waived during the training period and the company may proceed with the legal discourse directly against the employee. Ambiguity in any language in the terms may be decided by the company’s version of the meaning and application of the text. All verbal communication must be recorded in written for it to be valid.

IN WITNESS WHEREOF the parties hereto caused this agreement to be executed with effect from the date of the start of the training and or the employment.

Employee: _____ Witness _____ Dated: _____

For Company: _____ Witness _____ Dated: _____