

## EMPLOYMENT CONTRACT

This Employment Contract (the "Contract") is entered on **16-Feb-2026** ("Effective Date") into between:

(1) **ILAIMITADO Private Limited** with CIN **U62090KA2025PTC201765** located at NO.235, 2nd Floor, 13th Cross, Binnamangala, Indiranagar, Bangalore - 560068 (hereinafter referred to as the "Employer" or the "Company"), and

(2) **Atul Pal, ATGPP7451H**, (hereinafter referred to as the "Employee"),

hereafter referred to as the "Parties".

### 1. Position

The Employee will be employed as **Director Growth** on the terms and conditions set out herein. The Company, its parent company, and its subsidiaries, from time to time, are jointly referred to as "The Company". The Parties agree that this Contract is based on mutual loyalty and trust and the Employee shall always promote and protect the interests of the Company.

The Employee's duties follow from the applicable job description at all times and include any other duties reasonably associated with it. The Employer may change the duties as required from time to time. All Company policies regardless of where they are registered or communicated are applicable at any time. The Employee shall follow the rules and instructions which are from time to time established regarding the execution of his/her employment.

The Employee shall be based out of **Bangalore** and be responsible for performing their duties and achieving company objectives – in accordance with the Company values, pre-agreed targets, applicable legislation, and best practices. Manager and reporting lines can change over time at the sole decision of the Company.

### 2. Commencement

The Employee shall commence in the position on **16-Feb-2026** (the "Commencement Date").

The Employee's appointment is based upon the representations made by the Employee with regard to the Employee's background, work experience etc..

The Employee shall be on probation for a period of **3 (three months)** from the Effective Date ("Probation Period"). At the end of the Probation Period, Employee's appointment will either be confirmed or rejected, in writing, by the Employer. It is hereby agreed that the appointment will not be deemed to be confirmed, unless the same is confirmed by the Employer in writing. Also, note that unsuccessful probation completion will result in extension of probation period of maximum 180 days, or termination of employment and whereas the probation period herein shall be calculated from the Commencement Date.

### 3. Place of Work

The Employee shall principally perform his/her duties at the Company's office premises in [Bangalore, India] unless otherwise is agreed with the Manager. The place of work is currently in ILAIMITADO Private Limited. Notwithstanding the foregoing, Employee agrees to travel (both within India and overseas) for official purposes to the extent reasonably necessary or appropriate for performing roles and responsibilities hereunder.

## 4. Working Hours

The Employee shall devote all of his/her working time to the position and shall work such hours necessary for performance of his/her duties. The working hours are normally 48 hours per week. The Employee determines his/her office hours, however in line with the best interests of the Employer and the business, and in agreement with his/her Manager.

The Employee may be required to work such additional hours/days as may be necessary for the proper performance of his/her duties. The Employee is not entitled to overtime compensation. Overtime/extra hours work is part of the job/salary and included in the salary agreed upon.

## 5. Compensation

### 5.1. Salary

In consideration of all services rendered by the Employee under this Agreement during the term of employment, the Employer shall pay to the Employee the amounts and benefits set forth in Annexure - I **(41,19,554/- (Forty One Lakh Nineteen Thousand Five Hundred and Fifty Four only)** of this Contract which shall be inclusive of salary, variables (if any), perquisites (if any), emoluments and all other benefits provided by the Employer in accordance with the service rules as may be framed by the Employer from time to time in this regard. Employee's remuneration shall be paid at monthly intervals in arrears, in accordance with the normal payroll practices of the Employer and subject to the Employee adhering to the confidentiality and intellectual property terms agreed herein under Clause 8 and 9.

All compensation payable hereunder shall be subject to withholding for income taxes and all other applicable tax withholding requirements. Notwithstanding anything contained in this Contract, it shall be the sole responsibility of the Employee to pay all applicable taxes and fees including but not limited to personal income tax, goods and service tax, cess, education tax, withholding tax and any other taxes levied by any duly constituted taxing authority on the income/salary payable by the Employer to the Employee under applicable Indian tax laws.

Employee acknowledges that the Employee shall not be entitled to any Salary or compensation not otherwise described in this Agreement and Employee shall arrange/structure and cause to be arranged/structure his/her affairs including statutory Employee benefits, such that Employer's obligations herein shall in no event exceed the Employee's Salary as specified under Clause 5.1 and Annexure - I.

### 5.2 Benefits

The Employee will receive benefits in accordance with the Company's policies.

The benefits are subject to the Company's from time applicable policies for the respective benefits, and the Employee acknowledges that the Company may unilaterally change these at any time.

### 5.4 Expenses

The Company covers documented expenses which are natural and necessary for the performance in the position in accordance with the Company's at all times applicable policies. The Company will determine which expenses are necessary. Travel expenses are covered pursuant to the Company's at all times applicable policies after the approval from the Manager.

## 6. Work for Others During the Employment

During the employment, the Employee shall loyally promote the interests of the Employer and shall not participate in competing businesses. Without the Company's prior written consent, the Employee shall not take on any paid or unpaid work for others, including directorships and positions of trust. The Company can only withhold its consent with reasonable cause.

## 7. Vacation and Leave

The Employee is entitled to the following types of leave per calendar year. All leave is allowed to be taken when suitable for the business and agreed upon with the Manager. The holiday year of the Company is the calendar year of the Company.

- **Earned/Casual Leave:** Employees are entitled to 18 days of Earned/casual leave in a calendar year. 5 days of unutilized leave will carry forward to the next calendar year, and remaining unutilized leave shall get lapsed.
- **Sick Leave:** Employees are entitled to 12 days in a calendar year. Any unutilized Sick Leave shall be lapsed at the end of the calendar year.
- **Bereavement Leave:** Employees are entitled to 2 days of leave in a calendar year. Any unutilized Bereavement Leave shall get lapsed at the end of the calendar year. Bereavement leave can be availed only for immediate family members.
- **Paternity Leave:** Male Employees are entitled to 5 days of Paternity leave. Paternity leave can be availed for a maximum of two times during the tenure with the company.
- **Maternity Leave:** Women Employees are entitled to 182 days of Maternity leave.

## 8. Confidentiality

8.1 The Employee shall keep confidential all Confidential Information which the undersigned acquires or receives during his/her performance of work for the Employer and shall keep this in confidence as business secrets. "Confidential Information" in this clause shall mean all information and idea in whatever form, whether tangible and intangible, which is confidential and proprietary to the Company (including the parent company) and/or to certain third parties with which the Company has relationships, and disclosed to or obtained by the Employee from the Company and/or such third parties, whether (without limitation) in graphic, written, electronic or machine-readable form on any media or orally and whether or not the information is expressly stated to be confidential or marked as such and includes, but is not limited to information of value or significance to the Company and/or its competitors (present or potential). The following information is included, without limitation, in the definition of Confidential Information:

- i. Data of past, present, or prospective representatives/ suppliers/ distributors/ agents/ licensees (whether in India or abroad) of the Company;
- ii. Research and technological data, processes, methodologies, curriculum, assignments, learning modules, tutorial documents and know-how used in conducting the affairs of the Employer, including details as to training modules, student engagement methodologies, systems and assignments, papers, procurement, distribution, procedures and strategies, the fees, discounts, commissions, and other credits of the Company;
- iii. All personal data in respect of students, interns, employees, consultants, agents, representatives of the Company including details of their effectiveness and compensation, and commission;
- iv. Financial data, in particular, concerning budgets and inventories of the Company;
- v. Intellectual Property belonging to the Company and the intellectual property of its group companies;

- vi. Any Intellectual Property created, developed, discovered, conceived, or reduced to practice by any of the employees of the Company;
- vii. Information received by the Company from third parties under obligation of confidentiality;
- viii. Intellectual Property Rights set forth under Clause 8 below;
- ix. Any information derived from any of the above; and
- x. Any copies of the abovementioned information.

However, Confidential Information does not include information: (i) that is in the public domain other than by Employee's breach of this Contract and/or of any other agreement to which the Employee is bound by; or (ii) that was previously known by Employee, as established by written records of the Employee prior to receipt of such information from the Company; or (iii) that was lawfully obtained by the Employee from a third party without any obligations of confidentiality to Company.

- 8.2 The Employee shall not disclose Confidential Information about the Company's business to any third party. This duty of confidentiality does not prevent the Employee from disclosing such Confidential Information to the Company or other employees in need of such information for performance of their duties for the Company.
- 8.3 The Employee shall not use the Company's business secrets or other Confidential Information for other purposes than the Company's business. The same applies to all software, systems, drawings, calculations, descriptions, formulas, models, notes, contracts, and other documents (including but not limited to standard documents) and customer lists which are the property of the Company.
- 8.4 The Employee acknowledges that the Company has acquired and may continue to acquire Confidential Information, which the Company and the Employee desires to keep confidential. The Employee further acknowledges that during the course of the Employee's employment with the Company, the Employee will continue to have access to Confidential Information of the Company, Employee and/or received by the Company from third parties, which is confidential to the Company and/or such third parties. The unauthorized use or disclosure of such Confidential Information will irreparably damage the Company and the Company, in addition to all other remedies available, may seek an injunction, restraining order, specific performance and such other remedies and relief, at law or in equity, or any combination thereof, that the Company deems, in its sole discretion, necessary or advisable, without the necessity of proving actual monetary damages or the posting of a bond.
- 8.5 The Employee shall forever hold the Confidential Information in confidence and shall not, whether during the course of his/her employment or after the termination of the employment, publish, disclose or disseminate it; any time, for the benefit of himself/herself or any person or competitor of the Company; or use for any purpose any Confidential Information other than such purposes as shall be required to fulfil the Employee's duties with the Company, or remove any Confidential Information, in whole or in part, from the Company's premises, without the Company's prior written permission. The Employee shall not disclose Confidential Information to any third party. This duty of confidentiality does not prevent the Employee from disclosing such Confidential Information to the Company or other employees in need of such information for performance of their duties for the Company. The Employee shall not use the Company's business secrets or other Confidential Information for other purposes than the Company's business. The same applies to all software, systems, drawings, calculations, descriptions, formulas, models, notes, contracts, and other documents (including but not limited to standard documents) and customer lists which are the property of the Company.
- 8.6 Notwithstanding the aforesaid provisions, the Employee may disclose Confidential Information when ordered to do so, by any government, judicial or quasi-judicial authority; provided

however, that the Employee shall in such a case give the Company prompt prior notice of any prospective disclosure and shall assist the Company in obtaining an exemption or protective order preventing such disclosure.

- 8.7 The Employee shall return to the Company or its nominee, the Property and Confidential Information, including copies thereof, irrespective of storage or presentation medium, including all electronic and hard copies thereof, and any other material containing or disclosing any Confidential Information which is in the Employee's possession, power and control as and when called upon by the Company and/or upon termination, not later than the Termination Date or at the option of the Company, as the case may be, destroy such Confidential Information and will not make or retain any copies of such Confidential Information. Until such time as all such Property and Confidential Information is returned or destroyed, the Company shall, in addition to initiating legal proceedings for recovery of the same, be entitled to withhold any salary, emoluments or other dues of the Employee and may further, at its discretion, deduct there from the full value of the said Property/Properties calculated at its then replacement price. This is always without prejudice to the Company's rights in law to take such other legal action including injunctive relief against the Employee as is applicable to it as also to its right to recover the full amount of the replacement price and damages, if the dues then payable to the Employee are not sufficient to cover fully the said replacement price and damages.
- 8.9 This duty of confidentiality applies both during and after termination of employment. The Employee acknowledges that violations of this provision may result in disciplinary sanctions and liability for damages towards the Company.

## 9. Intellectual Property Rights

- 9.1 Ownership of Intellectual Property: Any and all inventions, discoveries, developments, improvements, designs, works of authorship, trademarks, trade secrets, or other intellectual property (collectively, "Intellectual Property") that the Employee creates, develops, or conceives, either solely or jointly with others, during the course of their employment with the Company and that are related to the Company's business or arise from any work performed for the Company shall be the sole and exclusive property of the Company.
- 9.2 Disclosure and Assignment: The Employee agrees to promptly disclose to the Company all Intellectual Property created, developed, or conceived during the course of their employment. The Employee hereby assigns and agrees to assign to the Company, without further consideration, all rights, title, and interest in and to any such Intellectual Property. The Employee shall execute any and all documents and take any other actions necessary to effectuate the assignment of Intellectual Property to the Company and to assist the Company in obtaining, maintaining, or enforcing any intellectual property rights.
- 9.3 Moral Rights: To the extent permitted by applicable law, the Employee hereby waives any and all moral rights, including the right to be identified as the author of any Intellectual Property and the right to object to any derogatory treatment of such Intellectual Property.
- 9.4 Pre-existing Intellectual Property: The Employee agrees to disclose in writing to the Company any Intellectual Property that the Employee has developed or owns prior to their employment with the Company (the "Pre-existing Intellectual Property"). The Employee agrees that any Pre-existing Intellectual Property shall remain the property of the Employee, and the Employee grants the Company a non-exclusive, royalty-free, perpetual, irrevocable, worldwide license to use, reproduce, modify, distribute, and otherwise exploit any such Pre-existing Intellectual Property in connection with the Company's business.

9.5 Third-Party Intellectual Property: The Employee represents and warrants that they will not incorporate or use any third-party Intellectual Property in any work they perform for the Company without obtaining the prior written consent of the Company and the appropriate third-party owner.

9.6 Survival: The provisions of this Intellectual Property Rights Clause shall survive the termination of the Employee's employment with the Company for any reason.

## **10. Processing of Personal Information**

The Employee acknowledges that the Company (data controller), for the purposes of personnel administration, collects and processes the Employee's personal information. The personal information, which is being processed includes, but is not limited to, name, address, social security number, salary, position, performance data, information about absence etc. The information will be collected from the Employee, other employees with the Company and third parties such as public authorities. The information may be shared with Company's accountant, payroll office, auditor, and public authorities. The Employee may contact the Company at any time to access the Employee's personal information that is being stored. The Employee is also entitled to request rectification, updates and deletion of the personal information which are stored. The personal information will not be stored longer than necessary and are encompassed by the Company's internal control.

## **11. Data Security**

The Employee acknowledges that he/she will comply with the Company's guidelines regarding use of the Company's computers, e-mail systems and other software. The Employee acknowledges that the Company has full access to all material and e-mail correspondence and an overview of the internet use which is stored or performed through the Company's computer systems. The Company's access to such information will be carried out in accordance with the provisions of the Personal Data Act as they are from time to time.

## **12. Closure**

### **12.1 Term**

The term of the Employee's employment with the Company is for an unspecified period and remains in force until one of the Parties delivers a written notice of termination.

### **12.2 Termination**

The mutual notice period is **1 month**. Notice of termination must be given in writing.

### **12.3 Release from Duties**

In connection with the termination of this Contract by either party, the Company shall, before the end of the notice period, have the right to release the Employee from his/her duties at the time when the Company deems it appropriate. In cases where the Company, at its own request, releases the Employee from his/her position during the notice period or not, the Employee has the right to retain his/her Salary and other employment benefits during the notice period.

### **12.4 Summary Dismissal**

The Company may terminate this Contract "Cause", with immediate effect, after giving the Employee written notice of the reason. Cause means: (1) the Employee is guilty of gross misconduct or other material breach of this Contract; (2) the Employee has committed fraud, misappropriation, or embezzlement in connection with the Company's business, (3) the Employee

has been convicted of felony, or (4) the Employee's use of narcotics, liquor, or illicit drugs has a detrimental effect on the performance of his/her employment duties, as determined by the Company, or (5) breach of data protection, confidentiality, or intellectual property obligations, or (6) an intentional and deliberate act of dishonesty by Employee that resulted in or was intended to result in gain to or personal enrichment of Employee.

### **12.5 Return of Equipment**

The Employee shall, upon resignation or termination, return all equipment and documents (regardless of whether these are stored in paper or electronically, including copies thereof) which belongs to the Employer and which the Employee has in his/her possession.

## **13. Non-solicitation**

### **13.1 Non-solicitation of Customers**

During the employment and for the period of two (2) years after the end of employment, the Employee undertakes that he/she shall not, directly or indirectly, alone, as a partner or on behalf of other persons, businesses, companies or other legal entities, contact or attempt to contact customers of the Company or its associated companies for whom the Employee was responsible for or was in contact with during the last 12 months of the employment with competing offers, or otherwise to take the Company's customers or former customers over to a company which competes with the Company, including the Employee's sole proprietorship. The Employee undertakes to relinquish these customers or former customers and shall, instead, endeavour to ensure that they remain with, or return to, the Company. "Customers" shall also mean potential customers who, at the time of termination of the employment or during a period of one (1) year prior thereto, conducted negotiations with the Company.

### **13.2 Non-recruitment of Employees**

During the employment and for the period of one (1) year after the end of employment, the Employee undertakes that he/she shall not, directly or indirectly, alone or as a partner or on behalf of other persons, businesses, companies or other legal entities, proactively contact or contribute to contacting the Company's employees with the intention to recruit or contribute to recruit employees of the Company or its associated companies that (i) he/she co-operated with during employment, or (ii) with valuable knowledge; not solicit, induce or influence, or attempt to solicit, induce or influence, the employees of the Company or its associated companies to terminate their employment with the Company or any of its associated companies.

### **13.3 Non Compete**

Employee shall not, during Employee's employment with Employer and for a period of [twelve (12) months] following the termination of Employee's employment, whether such termination is voluntary or involuntary and regardless of the reason for the termination, in any geographic region for which Employee had direct or indirect responsibility on behalf of Employer, perform duties or services for a direct or indirect Competitor, whether as an employee, consultant, principal, advisor, board member or any other capacity, that are substantially similar to the duties or services Employee performed for Employer at any time during the Term of this Employment with Employer, or that require Employee to use, disclose or otherwise take advantage of any proprietary information obtained in the course of Employee's employment with Employer. For purposes of this section, a Competitor means any entity that offers or plans to offer products or services that are materially competitive with any of the products or services being manufactured, offered, marketed or are being actively developed by Employer as of the date Employee's employment with Employer ends.

## 14. Employee's Representation and Warranties

Employee represents and warrants to Employer that:

- i. the Employee is free to accept and continue work with the Employer and has no prior commitments that would interfere with fulfilling this Agreement or performing their duties to the best of their abilities;
- ii. the Employee's employment is based on their declared qualifications, skills, and experience. By executing this Agreement, the Employee authorizes the Employer or an external agency to verify their background. The Employee will cooperate with this verification. If any provided information is found to be false or misleading, the Employer can terminate this Agreement immediately without notice or payment, considering it a material breach, and will pursue all legal remedies;
- iii. the Employee is not allowed to be employed in any other organization on a permanent, temporary, or part-time basis or offer his/her services with or without consideration to any person, legal entity or public authority or be occupied in Employee's own business, without the prior written consent of the Employer. The Employee must comply with all Employer directions and observe all applicable rules and regulations;
- iv. The Employee must disclose in writing all business interests and potential conflicts of interest with the Employer, including those involving immediate relatives. Any such interests or conflicts arising during employment must be disclosed immediately;
- v. the Employee also represents and warrants that all Property relating to the Employer shall be the sole and permanent property of the Employer and Employee shall not be entitled to retain any copies thereof, notwithstanding the Employee's participation therein;
- vi. the Employee has not been accused of or convicted for any offence under the applicable laws;
- vii. The Employee must be medically fit to perform assigned services, as determined by the Employer. Periodic medical examinations by an Employer-appointed practitioner may be required; and
- viii. The Employee agrees that using or being under the influence of drugs or controlled substances (except prescribed medicines) on Employer or client premises is prohibited and considered gross misconduct. The Employer may require the Employee to undergo tests for alcohol and drugs.
- ix. The Employee shall always use their professional skills and judgment to the best of their ability, maintaining and improving their knowledge and skills. Relations with colleagues, personnel, other professionals, and the public must reflect the highest standards of integrity, professionalism, and fairness. The Employee must not compromise public welfare and safety for personal interests and cannot engage in other employment, tuition, or consultation during this Agreement. The Employee must not act against the welfare, academic objectives, safety, or security of the Employer or applicable laws.
- x. The Employee shall promote the Employer's interests and not engage in competing businesses. Without prior written consent from the Employer, the Employee shall not take on any other paid or unpaid work, including directorships and positions of trust. The Employer can only withhold consent for reasonable cause

## 15. Non Compete

The Employee agrees that during their employment with the Employer and for twelve (12) months following the termination of this Contract, they shall not, directly or indirectly, whether as an individual or in any capacity such as partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder, engage in, start, or run any business that competes with the Employer or its associated companies.

## 16. Governing Law and Disputes

This Agreement shall be governed and interpreted under the laws of India and all disputes and differences arising from or connected with this Agreement shall be adjudicated, to the exclusion of other courts, by the appropriate Courts at Bangalore, Karnataka.

## 17. Miscellaneous

- 17.1 Entire Agreement: This Agreement constitutes the entire understanding between the parties with respect to its subject matter and supersedes all prior discussions, agreements, negotiations, and understandings, whether oral or written. Any amendments or modifications to this Agreement must be made in writing and signed by both parties to be effective.
- 17.2 Amendments: Any amendments or modification of this Agreement shall not be binding unless made in writing and signed by an authorized representative of Employer and Employee.
- 17.3 Waiver of Breach: The waiver by either Party of any provision of this Agreement shall not operate or be construed as a waiver of any subsequent breach by the other Party.
- 17.4 Partial Invalidity: In the event that any provision of this Agreement is determined to be invalid or unenforceable, the remaining terms and conditions of this Agreement shall be unaffected and shall remain in full force and effect, and any such determination of invalidity or unenforceability shall not affect the validity or enforceability of any other provision of this Agreement.
- 17.5 This Contract has been executed in two original copies, of which the Parties have received one copy each.
- 17.6 By signing this Contract, the Employee affirms that he/she will follow Company's code of conduct.

[Remainder of Page Intentionally Left Blank]

I have read this agreement carefully and I understand and accept the obligations which it imposes upon me without reservation. no promises or representations have been made to me to induce me to sign this agreement. I sign this agreement voluntarily and freely, in duplicate, with the understanding that company will retain one counterpart and the other counterpart will be retained by me.

Bangalore ,

The Company

  


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**Suman Gandham**  
**Co-founder & CEO**

The Employee



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**Name: Atul Pal**  
**Date: 2026-02-16**

# ANNEXURE I

## Salary

| Sl No | Particulars                                   | %   | Amount              |
|-------|-----------------------------------------------|-----|---------------------|
| 1     | <b>Annual Gross CTC with all benefits</b>     |     | <b>41,19,553.85</b> |
| 2     | Gratuity                                      |     | 96,154              |
| 3     | PF Employers                                  |     | 23,400              |
| 4     | ESI Employers                                 |     | -                   |
|       |                                               |     |                     |
| 7     | <b>Total Gross Pay</b>                        |     | <b>40,00,000.00</b> |
|       | <b>Monthly Breakup</b>                        |     |                     |
| 1     | <b>Total Monthly Gross Pay</b>                |     | <b>333,333</b>      |
|       | <b>Gross Pay Bifurcations</b>                 |     |                     |
| 1     | Basic                                         | 50% | 166,667             |
| 2     | HRA                                           | 40% | 66,667              |
| 3     | Medical Allowance                             |     | 1,250               |
| 4     | Conveyance Allowance                          |     | 1,600               |
| 5     | Special Allowance                             |     | 97,150              |
|       |                                               |     |                     |
|       | PF Wages (Basic+Med+Con.+ Spl. Allow)         |     | 266,667             |
|       |                                               |     |                     |
|       | Gross Pay excluding PF (Employer's)           |     | 333,333             |
|       |                                               |     |                     |
|       | Monthly Deductions                            |     |                     |
| 1     | PF Employees                                  |     | 1,800               |
| 2     | ESIC Employees (if Applicable)                |     | -                   |
| 3     | Professional Tax                              |     | 200                 |
| 4     | Perks & Other benefits (Parental Insurance) * |     | -                   |
|       | Total Deductions                              |     | 2,000               |
|       | <b>Net Pay before taxes</b>                   |     | <b>331,333</b>      |

#Applicable TDS would be deducted based on tax workings provided by you which shall be a deduction from the gross salary mentioned above.

Any other labour law related payments such as PF (employer's and employees' contribution) is a part of the CTC mentioned here and shall be a deduction.

Note:

*Arnd Pal*

2026-02-16

1. A one-time payment of INR 5,00,000 (Five Lakh Rupees only) shall be disbursed to the Employee in the upcoming regular salary payout.
2. Eligibility for, and the specific terms of, Variable Compensation and Employee Stock Option Schemes (ESOPs) will be formally reviewed and determined following the successful completion of the Probation Period, calculated from the joining Date. This determination will be contingent upon the Employee's performance and the achievement of any pre-agreed targets.

# Audit trail

## Details

|                  |                                                                  |
|------------------|------------------------------------------------------------------|
| FILE NAME        | Atul Pal - Employment Agreement_Vobiz AI - 16/02/2026, 13:34.pdf |
| STATUS           | <div><div></div>Signed</div>                                     |
| STATUS TIMESTAMP | 2026/02/16<br>08:43:01 UTC                                       |

## Activity

|                                            |                                                                                                                |                                        |
|--------------------------------------------|----------------------------------------------------------------------------------------------------------------|----------------------------------------|
| <div><div></div><div>SENT</div></div>      | <div>bhargav@vobiz.ai <b>sent</b> a signature request to:</div> <div><div></div>Atul Pal (atul@vobiz.ai)</div> | <div>2026/02/16<br/>08:04:24 UTC</div> |
| <div><div></div><div>SIGNED</div></div>    | <div><b>Signed</b> by Atul Pal (atul@vobiz.ai)</div>                                                           | <div>2026/02/16<br/>08:43:01 UTC</div> |
| <div><div></div><div>COMPLETED</div></div> | <div>This document has been signed by all signers and is <b>complete</b></div>                                 | <div>2026/02/16<br/>08:43:01 UTC</div> |

The email address indicated above for each signer may be associated with a Google Account, and may either be the primary email address or secondary email address associated with that account.