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## **PART-TIME STUDENT EMPLOYEE AGREEMENT**

This Student Employee Agreement is entered into as of 18/01/2025 , by and between Standord, with its principal place of business at IIL, 35 Edward Ln, Colombo, Sri Lanka (hereinafter referred to as the "Company"), and Nathaneal Isuru Meththananda of 30/36 E2/1, De Silva Cross Road, Kalubowila holding NIC 200313110359 (hereinafter referred to as the "Employee").

### **1. Appointment and Scope of Work**

The Company hereby appoints the employee to the position of **Cybersecurity Specialist** for the term specified below. The Employee's duties shall encompass all tasks customarily associated with this role, as assigned by the Company. The Employee is obligated to perform all work in accordance with instructions provided by the Company and in line with industry standards.

The primary responsibilities shall include, but are not limited to, the following.

1. Monitor and analyze system logs and network traffic to identify potential security threats or breaches.
2. Conduct vulnerability assessments and penetration testing to evaluate the security posture of systems and applications.
3. Assist in designing and implementing cybersecurity measures to protect data and infrastructure across AI-related projects.
4. Research emerging cybersecurity threats, tools, and techniques, and recommend proactive measures to mitigate risks.
5. Develop and maintain incident response plans and assist in responding to security incidents or breaches.
6. Collaborate with the team to integrate secure coding practices into AI development workflows.

7. Conduct regular audits of third-party tools, software, and systems for compliance with security standards.
8. Educate team members about cybersecurity best practices, including safe handling of sensitive data and secure system usage.
9. Document security protocols, findings from assessments, and recommendations for system improvements.
10. Stay updated on industry trends, frameworks, and tools relevant to AI and cybersecurity.

The Employee is expected to perform these duties with a high level of competence, dedication, and adherence to the Company's goals and standards. The responsibilities outlined above may be adjusted as necessary to meet the evolving needs of the Company. Any job description issued by the Company, whether currently or in the future, shall constitute an integral part of this Employment Contract.

## **2. Term of Employment**

The Employment shall commence on 20/01/2025, and shall continue for a fixed term of 12 months, concluding on 19/01/2026. The statutory notice period applicable to casual employment relationships shall govern any termination of this Employment.

## **3. Working Hours**

The Employee agrees to a regular work schedule of 20 hours per week. The Employee shall also perform additional duties beyond these hours, including on Saturdays, nights, Sundays, or public holidays, if urgently required by the Company's needs or as directed by the Employee's supervisor, subject to applicable law.

## **4. Prevention from Work**

In the case of any prevention from work, irrespective of the reason, the company must be notified immediately of the reason for absence. In this regard, the employee shall highlight any urgent work matters. The statutory provisions regarding proof of incapacity for work shall remain unaffected. In cases of illness affecting a child, spouse, or equivalent family member residing in the same

household, the Employee is granted leave without continued payment of remuneration, in accordance with Sri Lankan labor law.

## **5. Compensation and Remuneration**

The Employee shall receive no monthly remuneration. The Employee is expected to dedicate time and effort, as necessary, to achieve key milestones and goals. There are no performance reviews connected to compensation. Compensation for overtime or additional work will not be applicable unless explicitly agreed in writing by the Employee's supervisor. Any special payments remain discretionary and shall not create any future legal entitlement. Assignment or pledging of the remuneration, in whole or in part, is prohibited.

## **6. Equity Allocation**

### **6.1 Equity by Project**

Equity will be allocated based on the contribution to a specific project, and not to the company as a whole. The allocation will be determined at the completion of the project and agreed upon by the board.

### **6.2 Agreement Notification**

Any equity allocated will be documented in writing, specifying the terms and conditions.

### **6.3 Merit-Based Award**

Any shares awarded shall be granted based on a meritocratic system, as mutually agreed upon by the Employer and the Employee. This system shall define the criteria and performance indicators for share allocation.

## **7. Reimbursement for Non-Compensated Work**

### **7.1 Reimbursement Option**

For work completed during the non-compensated period, employees be reimbursed when the company generates sufficient cash flow, and after the 3rd quarter of 2025.

### **7.2 Reimbursement Calculation**

The reimbursement amount will be based on an evaluation of the work completed during the non-compensated period.

## **8. Equity in Lieu of Reimbursement**

### **8.1 Equity Option**

During the employee exit, the employee has the option to request equity from Standard in lieu of reimbursement for the non-compensated period.

### **8.2 Equity Allocation Process**

The equity will be allocated as seen fit by the director board, which will either accept or deny the request. The evaluation will be based on the work completed after 6 months of the work period.

### **8.3 Reimbursement Option**

If the director board denies the equity request, the employee will be reimbursed as per the reimbursement policy.

## **9. Income Tax Liability**

The Employee shall be solely responsible for the income tax liability arising from any monetary benefits, which shall be governed by the applicable tax laws of the Employee's country as amended from time to time.

## **10. Reimbursement of Expenses**

The Company shall reimburse the Employee for travel costs and other expenses upon submission of valid receipts. The scope of such reimbursable expenses must be agreed upon in advance with a managing director of the Company prior to the commencement of any business trip, unless a general written policy governing such expenses is applicable to the entire Company.

## **11. Confidentiality Obligations**

The Employee agrees to maintain strict confidentiality regarding all business and trade secrets acquired during the employment relationship. This obligation shall extend during and after the term of employment. Upon termination, the Employee shall promptly return all Company property. The Employee must maintain strict confidentiality regarding all proprietary information, knowledge, and concepts obtained during the Employment, which obligation shall last for 1.5 years following its completion.

## **12. Intellectual Property Rights**

All work, inventions, or developments created by the Employee during the course of the Employment are the exclusive property of the Company. The Employee agrees that any concepts, code, or ideas developed during the Employment belong solely to the Company. The Employee grants the Employer an unrestricted right to use such works.

## **13. Leave Policy**

### **13.1 Leave Entitlement**

As this is a part-time employment arrangement, the Employee is not entitled to any leave.

### **13.2 Leave Notification and Coverage**

If the Employee needs to take leave, they must inform their immediate supervisor in advance and seek prior approval. Any leave must be compensated by covering the missed hours within the same or the following week.

### **13.3 Medical Certificate**

If absent due to illness for more than two consecutive days, a medical certificate is required.

### **13.4 Applicability of Leave Laws**

Sri Lankan statutory leave entitlements do not apply to this part-time arrangement.

## **14. Disclosure of Secondary Activities**

The Employee shall promptly inform the Employer of any paid activities currently undertaken or intended to be undertaken and shall seek the Employer's consent.

## **15. Limitation on Claims**

Claims arising from the employment relationship must be submitted in writing within three (3) months from the due date.

## **16. Other Obligations**

The Employee irrevocably assigns to the Company any future claims for damages against third parties arising from events causing incapacity to work. The Employee shall promptly notify the Company in writing of any personal changes relevant to the employment relationship.

## **17. Termination Clause**

The Company reserves the right to terminate the Employment at any time.

## **18. Work Environment**

The Employee agrees to a hybrid work environment of Wednesday and Friday being in the office and the rest of the days working from home.

## **19. Final Provisions**

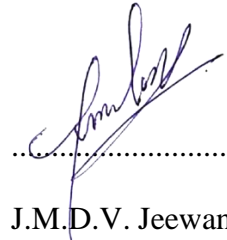
This Contract constitutes the entire agreement between the Parties. Any amendments or additions must be made in writing.

## **20. Governing Law and Jurisdiction**

This Contract shall be governed by and construed in accordance with the laws of Sri Lanka. Any disputes arising out of or in connection with this Contract shall be subject to the exclusive jurisdiction of the courts of Sri Lanka.

Please signify your acceptance of the terms and conditions of this contract of training and return the second copy of this letter duly signed.

**Yours faithfully,**



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J.M.D.V. Jeewandara,  
CEO,  
Standord.  
18/01/2025

I hereby accept the appointment and agree to the terms and conditions outlined in this Part-Time Student Employee Agreement. I acknowledge that I have read, understood, and agreed to abide by the terms and conditions of this agreement, including all responsibilities, obligations, and policies stated herein.

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Nathaneal Isuru Meththananda  
Date :