

EMPLOYMENT AGREEMENT

This **Employment Agreement** is made and entered into as of **1st May 2025**, by and between:

Company: *NextNode Technologies (Private) Limited*, a company duly incorporated under the laws of Sri Lanka with its registered office at No. 22, Park Avenue, Nugegoda, Sri Lanka (hereinafter referred to as the “Company”);

And

Employee: *Mr. Ranuka Sanjeewa*, of No. 154/2, Kaduwela Road, Malabe, holding NIC No. 200125500899 (hereinafter referred to as the “Employee”).

1. Position and Scope of Work

The Company hereby employs the Employee in the capacity of **Software Engineer**, reporting to the Head of Engineering. Duties include:

- Designing, developing, and maintaining scalable software systems.
 - Writing clean, testable, and efficient code.
 - Participating in code reviews, debugging, and optimization.
 - Collaborating with cross-functional teams on project delivery.
 - Documenting technical specifications and APIs. Other responsibilities may be assigned as deemed necessary by the Company.
-

2. Commencement and Duration

The employment shall commence on **1st May 2025**, for a **fixed term of one (1) year**, ending on **30th April 2026**, unless earlier terminated in accordance with this Agreement.

3. Probation Period

The first **six (6) months** of employment shall be considered a probationary period. During this time, either party may terminate this Agreement with **one week’s written notice**.

4. Working Hours

- Monday to Friday, from **9:00 AM to 5:30 PM**, with a one-hour lunch break.
- Overtime may be required based on project deadlines, without additional compensation unless otherwise agreed in writing.

5. Remuneration

- **Monthly Gross Salary:** LKR 120,000/-.
- Payment will be made on or before the last working day of each month via bank transfer.
- EPF (8% employee, 12% employer) and ETF (3% employer) contributions will be made as per statutory requirements.

6. Leave Entitlement

- **Casual Leave:** 7 days per year.
- **Annual Leave:** 14 days per year after 12 months of service.
- **Medical Leave:** 7 days per year (Medical certificate required if more than 2 days).
- All leave must be pre-approved by the reporting manager.

7. Confidentiality

The Employee shall maintain confidentiality of all company data and intellectual property during and after the term of employment, for a period of **24 months** post-termination.

8. Intellectual Property

All works, inventions, and developments created during the course of employment shall remain the sole property of the Company. The Employee waives all rights to claim ownership or royalties.

9. Conflict of Interest

The Employee shall not engage in any secondary employment, consultancy, or activities that conflict with the Company's interests, without prior written consent.

10. Termination

- Either party may terminate this agreement with **one month's written notice** or payment in lieu of notice.
 - The Company may terminate without notice in cases of gross misconduct or breach of this agreement.
-

11. Reimbursement of Expenses

Approved business expenses shall be reimbursed upon submission of valid receipts and management approval.

12. Governing Law and Jurisdiction

This Agreement shall be governed by the laws of Sri Lanka. Any dispute shall be resolved by the courts of Colombo.

IN WITNESS WHEREOF, the parties have executed this Agreement on the day and year first above written.

For and on behalf of NextNode Technologies (Pvt) Ltd

Signature: _____

Name: Dilini Perera

Title: Director

Date: 1st May 2025

Employee

Signature: _____

Name: Ranuka Sanjeewa

Date: 1st May 2025