

# EMPLOYMENT AGREEMENT

This Employment Agreement ("**Agreement**") is made on this **1st day of November 2025**, by and between:

**Employer:**

Sunrise Technologies Pvt. Ltd., incorporated under the Companies Act, 2013, having its registered office at No. 78, Outer Ring Road, Hyderabad, Telangana, India (hereinafter referred to as the "**Employer**"),

AND

**Employee:**

Mr. Rahul Mehta, residing at 12, Indiranagar, Bengaluru, Karnataka, India (hereinafter referred to as the "**Employee**").

## 1. POSITION AND DUTIES

The Employer agrees to employ the Employee as a **Software Engineer**. The Employee agrees to perform such duties as may reasonably be assigned, and to devote full working time, attention, and skills to the business of the Employer.

## 2. COMMENCEMENT AND TERM

This Agreement shall commence on **15th November 2025** and shall continue until terminated in accordance with Section 8 of this Agreement.

## 3. REMUNERATION (Payment Clause)

- The Employee shall be paid a monthly salary of **₹80,000 (Rupees Eighty Thousand only)**, subject to statutory deductions.
- Salary shall be payable on or before the 5th working day of each month by electronic transfer.
- In addition, the Employee shall be eligible for an **annual performance bonus** as per company policy.

## 4. CONFIDENTIALITY (NDA Clause)

The Employee agrees not to disclose or use any trade secrets, client information, or proprietary information of the Employer during or after employment, except in the performance of duties under this Agreement. This obligation shall survive termination for a period of **2 (two) years**.

## 5. INTELLECTUAL PROPERTY

Any intellectual property created by the Employee in the course of employment shall be the sole and exclusive property of the Employer.

## 6. LEAVE AND HOLIDAYS

The Employee shall be entitled to:

- 18 days of paid annual leave,
- 12 days of casual leave, and
- public holidays as declared by the Employer each year.

## 7. NON-COMPETE (Risky Clause)

The Employee shall not, during employment and for a period of **12 months after termination**, directly or indirectly engage in or be employed by any competitor engaged in software development in India.

## 8. TERMINATION

- a. Either Party may terminate this Agreement by giving **60 days' prior written notice** or payment in lieu of notice.
- b. The Employer may terminate the Agreement without notice in case of misconduct, breach of confidentiality, or gross negligence.

## 9. LIABILITY LIMITATION

The Employer shall not be liable for any indirect or consequential losses arising from employment.

## 10. GOVERNING LAW AND JURISDICTION

This Agreement shall be governed by the laws of **India**. Any disputes shall be subject to the exclusive jurisdiction of the courts at **Hyderabad, Telangana**.

**IN WITNESS WHEREOF**, the Parties hereto have executed this Agreement on the date first written above.

### For Employer:

Sunrise Technologies Pvt. Ltd.

Authorized Signatory: \_\_\_\_\_

Name: \_\_\_\_\_

Designation: \_\_\_\_\_

### For Employee:

Signature: \_\_\_\_\_

Name: Rahul Mehta