



HUEX GmbH.
Berger Straße 74,
60316, Frankfurt am
Main, Germany.
hello@huex.io

CONTRACT AGREEMENT

20th July 2025

Company: huex GmbH

Company Address: Berger Straße 74, 60316, Frankfurt am Main, Germany

Contractor Name: Uduwelage Don Pasindu Dhanushka Uduwela

NIC: 962301231V

Designation: Fullstack Software Engineer

Commencement Date: 21st July 2025

Monthly Salary: USD 165

Terms and Conditions:

1. Duties: You will carry out tasks as assigned by huex GmbH under the designation Fullstack Software Engineer.
2. Probation: The initial probation period is 3 months. Confirmation of employment will be provided in writing after successful completion.
3. Commitment: Post-confirmation, a minimum commitment period of 3 years is expected. Early termination will require a formal resignation process and potential payment in lieu of notice.
4. Leave: Leave shall be pre-approved by management. Which requires approval 1 weeks in advance.
5. Holidays: Saturdays, Sundays. In emergencies, you may be required to report to work.
6. Termination: During probation, termination may occur without cause. Post-confirmation, a one-month notice from the company side and 3 month notice period from contractor side or payment in lieu applies. Termination for misconduct may be immediate.

7. Confidentiality: You are expected to keep all company and client information confidential during and after your employment.

8. Non-Compete & Exclusivity: You may not work with competing entities or undertake freelance work without written permission.

9. Conduct: You are expected to follow all internal policies, respect the company's intellectual property, and work in good faith.

10. Payment Schedule: Salary will be paid by the 5th of each month for the previous month.

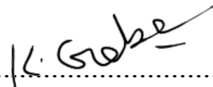
11. Performance Review & Increment: Annual salary revisions are performance-based and at the discretion of the company.

12. Abandonment: Absence exceeding 5 days without approval will be treated as job abandonment and may result in automatic termination.

Acceptance of Terms

If you accept the terms outlined above, please sign and return a copy of this letter within 7 days.

For and on behalf of huex GmbH

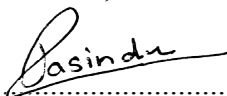

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Kulendran Gobinthiran

Director

Employee Declaration

I have read, understood, and agreed to the above terms and conditions.


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Signature of Employee

Date: 2025/08/05