

EMPLOYMENT AGREEMENT

This Employment Agreement (“Agreement”) is executed on 20th August, 2025 (“Execution Date”):

BETWEEN

BrightCode Technologies Private Limited, a company incorporated under the Companies Act, 2013, having its registered office at 501, Shree Business Tower, Ashram Road, Ahmedabad – 380009, Gujarat, India (hereinafter referred to as the “Company”, which expression shall, unless it be repugnant to the context or meaning thereof, be deemed to mean and include its successors and permitted assigns) of the FIRST PART;

AND

Ms. Neha Patel, daughter of Mr. Rajesh Patel, residing at B-204, Shantiniketan Apartments, Satellite, Ahmedabad – 380015, Gujarat, India (hereinafter referred to as the “Employee” which expression shall, unless it be repugnant or contrary to the context thereof, mean and include her heirs, legal representatives, successors and permitted assigns) of the SECOND PART.

The Company and the Employee shall hereinafter be individually referred to as “Party” and collectively as “Parties”.

WHEREAS:

- A. The Company is engaged in the business of Software Development and IT Consulting Services.
- B. The Company recognizes that the Employee has the requisite skill set to be employed as a Senior Software Engineer.
- C. The Company wishes to retain the Employee’s services and the Employee wishes to provide such services.
- D. The Parties intend to record the terms of employment under this Agreement.

1. DEFINITIONS

(All standard definitions from the template shall apply, including references to Act, Affiliate, Business, Cause, Competitor, Confidential Information, Intellectual Property, Person, Proprietary Information, etc.)

2. EMPLOYMENT

2.1 The Company has employed the Employee as Senior Software Engineer effective from 1st September, 2025 (“Effective Date”).

2.2 The Employee represents that she is free to enter into this Agreement and not bound by any restrictive covenants with any former employer.

3. PLACE OF WORK

The principal place of work shall be the Company's office at Ahmedabad, Gujarat. The Employee may be required to travel within India or abroad for official assignments.

4. DUTIES AND OBLIGATIONS

- The Employee shall devote full time and attention to her duties.
 - The Employee shall comply with all Company policies and maintain discipline.
 - The Employee shall not work for any competitor during employment.
 - Any representation before Government or signing of contracts shall be done only with prior written approval of the Company's Board of Directors.
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5. REMUNERATION AND BENEFITS

5.1 The Employee shall receive an annual CTC of ₹9,00,000 (Nine Lakhs only), payable monthly as per Company policy.

5.2 Reimbursement of travel, internet, and business expenses shall be provided on submission of valid bills.

5.3 Deductions towards income tax, PF, and other statutory deductions shall apply.

5.4 The Employee shall be entitled to 18 days of paid leave annually, along with gazetted holidays as per Company policy.

6. RECEIPT OF PAYMENTS FROM THIRD PARTIES

The Employee shall not receive or accept any commission, rebate, or benefit from third parties in relation to Company business.

7. INTELLECTUAL PROPERTY RIGHTS

All intellectual property, code, designs, or ideas developed during the course of employment shall remain the sole property of the Company.

8. NON-COMPETE AND NON-SOLICIT

- The Employee shall not join or assist a competitor during employment.
 - The Employee shall not solicit clients or employees of the Company during employment and for one (1) year post-employment.
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9. CONFIDENTIALITY

The Employee shall execute a separate Confidentiality and Intellectual Property Assignment Agreement and abide by its terms.

10. REMEDIES

Breach of confidentiality, intellectual property, or non-compete obligations shall entitle the Company to injunctive relief and damages under Indian law.

11. TERMINATION

- The Company may terminate the Employee with 2 months' written notice or 2 months' salary in lieu thereof.
 - The Employee may resign by giving 2 months' written notice.
 - Upon termination, the Employee shall return all Company property including laptop, ID card, and documents.
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12. NOTICES

If to the Company:

BrightCode Technologies Pvt. Ltd.

501, Shree Business Tower, Ashram Road, Ahmedabad – 380009

Attn: HR Department

Email: hr@brightcode.in

If to the Employee:

Ms. Neha Patel

B-204, Shantiniketan Apartments, Satellite, Ahmedabad – 380015

Email: neha.patel27@gmail.com

13. MISCELLANEOUS

- This Agreement shall be governed by and construed in accordance with the laws of India.
 - Jurisdiction: Courts of Ahmedabad, Gujarat.
 - This Agreement constitutes the entire agreement between the Parties.
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ANNEXURE – REMUNERATION

- Annual CTC: ₹9,00,000/-
- Basic Pay: ₹4,50,000/-
- HRA: ₹1,80,000/-

- **Special Allowance: ₹1,50,000/-**
 - **Provident Fund: ₹72,000/-**
 - **Medical Insurance (Company Provided): ₹48,000/-**
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SIGNATURES

For BrightCode Technologies Pvt. Ltd.

Sd/- Mr. Arvind Joshi

(Managing Director)

Employee:

Sd/- Ms. Neha Patel

Witnesses:

- 1. Mr. Rakesh Mehta, Ahmedabad**
- 2. Ms. Pooja Desai, Ahmedabad**