TIN: 113392043

Address: Kigali City, Rwanda.

E-mail:info@afrinnovators.com

Website: www.afrinnovators.com

Tel: (+250) 790776687/785737078

EMPLOYMENT CONTRACT

This Employment Contract ("Contract") is made and entered into on 3rd January 2024 by and between Afrinnovators Group Ltd, (the Employer), and **(employee)**, an individual having a ID number of …….. ..at address ……..

Art one: Employment and Duties

Employer hereby employs Employ to work both physical and remotely as a **Fullstack developer** , and Employee agrees to accept such employment and perform all duties and responsibilities associated with the position, as described below. Employee shall report to BENEGUSENGA Samuel, the managing director of Afrinnovators Group Ltd.

Role and Responsibilities:

- Design, develop, and execute software solutions tailored to the needs of Afrinnovators clients.
- Create, implement, and maintain mobile applications, ensuring they meet the specified requirements.
- Contribute to internal projects of Afrinnovators, collaborating with cross-functional teams to achieve project goals.
- Provide comprehensive IT support for Afrinnovators clients, addressing technical issues and ensuring smooth operation.

Art two: Compensation

Employees shall receive a basic salary of **150,000rwf** /month. The Employer shall provide facilities, such as a computer and transportation fees where needed. Payment shall be made between 25th-30th of each month.

Art three: Term and Termination: Probation contact

The contract is regarded as probation of six (6) months, commencing on 3rd, January 2024, unless earlier terminated in accordance with the provisions of this Contract. Either party may terminate this Contract for any reason by providing thirty (15) days' written notice to the other party. And the employee must submit all properties and credentials to the employer before leaving the job.

- Working days: Monday to Friday
- Working Hours: 9am-5pm

Note: Official holidays assigned by the government of Rwanda are respected and given to the employee.

Art four: Performance Expectations

Employee is expected to complete at least three (3) projects per month, and to report each action in a clear and detailed report. Failure to meet these performance expectations may result in early termination of this Contract. However, there may be big projects that can go beyond a month.

Art five: Confidentiality and Non-Disclosure

During the course of an Employee's employment, an Employee may have access to confidential and proprietary information of the Employer. Employee agrees to hold all such information in strict confidence and shall not disclose it to any third party without the express written consent of the Employer. This obligation shall survive the termination of this Contract.

Art six: Governing Law

This Contract shall be governed by and construed in accordance with the laws of Rwanda, and any legal action arising out of or in connection with this Contract shall be brought exclusively in the courts of Rwanda.

Art seven: Entire Agreement

This Contract constitutes the entire agreement between the parties with respect to the subject matter hereof, and supersedes all prior and contemporaneous agreements and understandings, whether written or oral.

Art eight: Assignment

This Contract is personal to the Employee and may not be assigned by the Employee without the prior written consent of the Employer. Employer may assign its rights and obligations under this Contract without the prior written consent of the Employee.

Art nine: Severability

If any provision of this Contract is held to be invalid or unenforceable by a court of competent jurisdiction, such provision shall be modified to the extent necessary to make it enforceable, and the remaining provisions of this Contract shall remain in full force and effect.

Art ten: Notices
Any notice required or permitted to be given under this Contract shall be in writing and shall be deemed given and received when delivered in person or sent by registered or certified mail, return receipt requested, postage prepaid, to the parties at the addresses set forth above or to such other address as either party may designate by written notice to the other party.

IN WITNESS WHEREOF, the parties have executed this Contract as of the date first above written.

Art 11: APROVEL AND SHAKING HANDS

EMPLOYER:
Afrinnovators Group Ltd

_____
Name: BENEGUSENGA Samuel, Managing Director

EMPLOYEE:

IRADUKUNDA YOBU

Date:

Signature: