



29 January 2025

Dubai, UAE

Muhammad Ayaas

muhammedayaas13@gmail.com

Employment Offer

Dear Muhammad,

Hello and warm greetings from TASC Group.

We were all very excited to meet and get to know you. We have been impressed with your background and would like to formally offer you the position of **Finance Executive** for the Future Milez DMCC.

You will be reporting to **Ananth Krishnan**, Finance Assistant Manager. Your place of work will be at Future Milez office located in Mazaya Avenue tower DMCC.

We will be offering you a monthly salary of **AED 4,500**.

The breakup of your monthly salary is as follows:

Basic Salary: AED 1,800

HRA: AED 1,350

Transportation: AED 900

Utilities: AED 450

Total: AED 4,500

This is a **Full -Time position**, you will also have additional benefits as listed below:

- Annual airfare allowance for self from Dubai to your home country.
- Company medical insurance for self.
- Gratuity as per UAE law.
- 22 working days paid leave per year.
- Post successful completion of the probation period, eligibility for an increment of AED 500 per month. However, no further salary increments or appraisals will be granted for the current year. This amount will be set off against any incentive earning paid for 2025.

In addition to the above, you will be eligible to the company's variable compensation scheme, as per the company policy & discretion.

8:00 AM to 5:30 PM and your weekly days off will be Saturday and Sunday.



While your tentative start date is **03 February 2024**, the actual Joining Date will be dependent on receipt of your signed MOL Offer after which your joining date will be confirmed to you by HR. You will also be asked to sign a contract of employment on joining and other agreements on company assets, confidentiality and noncompete clauses.

Other Employment Details:

(a) Nature of Contract

Your contract will be of a "Limited Term Employment" of 2 years & extendable, as defined under UAE Labour Laws.

(b) Probation

You will be on probation for a period of six months from the date of joining during which period you or Future Milez may disengage the employment relationship as per the guidelines stipulated in the Labour Laws (Employer has to give 14 days' Notice and Employee to give 30 days' Notice). On successful completion of probation, the company will confirm your appointment in writing.

(c) Applicable Law

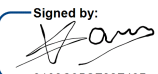
This Agreement shall be governed and interpreted in accordance with the laws of UAE.

On termination/resignation of your employment with Future Milez, you are prohibited from working with any competitor of Future Milez in UAE including Free-zone areas and you cannot contact or deal with any client of Future Milez for one year.

We would like to have your response by **29 January 2025**. This offer is subject to a valid visa being issued by the UAE Ministry of Immigration, and at least three successfully conducted references with immediate reporting managers. This offer can be revoked at any time at the discretion of the management of Future Milez.

We look forward to welcoming you to Future Milez.

Warm regards,

Signed by:

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Vani Subramanian
Group Vice President- HR

TERMS AND CONDITIONS OF EMPLOYMENT

Your employment will be governed by and subject to this agreement, rules, regulations and policies of Future Milez, as may be applicable from time to time. Your assignment, duties, responsibilities and/or reporting arrangements may be changed by the Company at its sole discretion. These terms are an integral part of your offer letter and in the event of a contravention between the offer letter and these terms and conditions of employment, these terms shall prevail.

1. CONFIDENTIAL INFORMATION

As a part of the employment, the Employee has and/or will obtain proprietary, non-public and “**Confidential Information**” (which includes all information provided by the Company to the Employee during the course of employment including, without limitation, intellectual property, technical data, software, code, drawings, manuals, specifications, systems, processes, procedures, manuals, techniques, inventions, concepts, methodologies, designs, sketches, models, formulas, algorithms, programs, financial information, business information, marketing information, trade secrets, and customer data and information, whether in tangible or intangible form) regarding the Company, clients and its business. The Employee hereby recognizes and understands that such Confidential Information is proprietary, non-public, and confidential and agrees not to, during the term and at all times, thereafter, disclose such Confidential Information to any third party without the Company’s prior written consent. You agree to maintain the confidentiality of the Confidential Information during your employment and perpetually after the date of cessation of employment.

You recognize that the Company has received, and in the future will receive from third parties, information that would be confidential and proprietary in nature to such third parties and during the course of your employment with the Company, You may have access to such information. You agree to hold all such third-party information in the strictest confidence and not to disclose it to any person or to use in any manner except as necessary in carrying out work for the Company consistent with the Company’s agreement with such third party.

You further undertake not to make copies of the Confidential Information except as authorized by the Company. Nothing contained in this Agreement shall be construed as granting or conferring any rights either as a license or otherwise in the Confidential Information. You shall not claim or represent to hold any interest by way of ownership, assignment or otherwise in the Confidential Information.

On termination/resignation of your employment, the Employee shall immediately return to Future Milez, all Confidential Information and all other material or property belonging to Future Milez or its customers in your possession.

2. INTELLECTUAL PROPERTY

Any ideas, processes, know-how, copyrightable works, mask works, trade or service marks, trade secrets, inventions, developments, discoveries, improvements and other matters that may be protected by intellectual property rights, that relate to the Company’s business and are the results of the Employee’s efforts during the Term (collectively, the “**Employee Work Product**”), whether conceived or developed alone or with others, and whether or not conceived during the regular working hours of the Company, shall be deemed works, made for hire and are the property of the Company. There shall be no further consideration is or shall be provided to Employee by the Company with respect

to these provisions. The Employee agrees to execute any assignment documents the Company may require confirming the Company’s ownership of any of Employee Work Product at no cost to the Company.

3. NON-SOLICIT

From the commencement of this Agreement on the date hereof and until the elapse of 12 (twelve) months following the termination of employment of the Employee with the Company, for any reason (the “**Restricted Term**”), the Employee shall not, in the territory of UAE, for his / her own account or for the benefit of any other person or business entity, or through one or more intermediaries, without the prior written consent of the Company:

- A) Solicit or induce, or in any manner attempt to solicit or induce, any customer, employee or supplier of the Company or of the Company’s affiliates, subsidiaries or any other entity partially or wholly owned by the Company, to cease being a customer, employee or supplier of the Company or to divert any business of such customer or supplier from the Company.

If it is reasonably proved by the Company that You have breached this Clause, the Company shall be entitled to claim liquidated damages of at least AED 25,000 from you.

B) TASC POLICIES

You agree to comply with TASC’s internal policies in force from time to time. You agree that any violation of the aforementioned policies may lead to potential disciplinary action being taken against you as per the rules of TASC.

C) MISCELLANEOUS

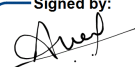
- a) You agree that he will not directly or indirectly defame, disparage, or publicly criticize the services, business, integrity, veracity or reputation of the Company on any forum or through any medium of communication. This obligation shall survive the termination of this Agreement.
- b) In addition to other remedies that the Company might have for breach of this Agreement, You agree to indemnify and hold the other harmless the Company, its Directors, employee, agents, consultants etc. from any breach of the provisions of this Agreement, including but not limited to the payment of reasonable attorney fees and costs.
- c) You shall not be entitled to assign any of the rights, liabilities or obligations under this Agreement without the prior written consent of the Company. The Company shall be entitled to freely assign its rights, liabilities and/or obligations under this Agreement to any of its affiliates.
- d) These terms and conditions of employment supersede any and all prior letters, discussions, undertaking, communication, contracts or agreements with you, whether written, oral or implied.
- e) The Employee agrees, without the Company's prior written consent, not to accept or demand loans, gifts, other benefits, of promises thereof, from the Company's clients or other persons with whom the Employee has official or business contacts in the context of the Employee's activities for the Company.
- f) The Parties hereto agree that in the event any article or part thereof of this Agreement is held to be unenforceable or invalid then said article or part shall be struck and all remaining provisions shall remain in full force and effect.
- g) Background reference check would be conducted for the Employee’s employment, educational institutions, etc. and for this purpose, the Company may process your personal data. In case there is any adverse report against the Employee which may be detrimental to the interests of the Company, or if the information furnished by the Employee is to be false or

forged, the Company reserves its right to terminate the Employee's services forthwith (notwithstanding any other provisions) on the grounds of misrepresentation of facts or insufficient documentation.

- h) The Company shall not be responsible for personal indebtedness or other liabilities incurred by the Employee during/prior to his employment with the company. The Employee understands and accepts that he/she shall have no authority or pledge the credit of Company to any person or entity without Company's prior written authorization.
- i) Each Party acknowledges that its obligations under this Agreement are reasonable and necessary to protect the business and interests of the Company and that any violation of these restrictions may cause substantial irreparable injury to the other Party. Each Party acknowledges and agrees that the other Party's remedies at law for a breach or threatened or contemplated breach of any of the provisions this Agreement would be inadequate and, in recognition of this fact, the Party agrees that in the event of such a breach or threatened or contemplated breach the other Party shall be entitled, in addition to any other remedies available at law or equity, to obtain equitable relief in the form of specific performance, temporary restraining order, temporary, preliminary, or permanent injunctive relief, or any other equitable remedy which may then be available, to secure specific performance of such covenants and prevent a breach or a threatened or contemplated breach.
- j) The jurisdiction for any lawsuits filed relating to or concerning this Agreement shall be within the jurisdiction of Dubai, UAE. All disputes and differences of whatsoever nature arising out of, relating to or concerning this Agreement or the breach, termination or validity thereof, whether during its Term or after expiry thereof or prior termination shall be referred to the courts of Dubai, UAE.

I accept and acknowledge that I have gone through, agree to and intend to be legally bound by the Terms and Conditions of Employment as set forth hereunder.

Signed by the Employee:

Signed by:

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Muhammad Ayaas

Signed for and on behalf of the Employer:

Signed by:

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Vani Subramanian
Group Vice President- HR