

Employment Agreement

This employment agreement is made on this 7th day of **April, 2025** between:

1. **TimeXperts (Pvt.) Ltd.**, having its registered office at Office 101, Business Center, 19/1A PECHS Block 6, Karachi (the "**Company**").
2. Mr./Ms. **Taha Siddiqui**,
s/o. d/o. Muhammad Akhter,
bearing CNIC No. 42501-2972463-9,
born on 03-MAR-1994,
bearing NTN N/A,
residing at E-19, Alfalah Housing project Malir Halt, Karachi (the "**Employee**").

Whereas

The Company and the Employee have agreed on the employment of the Employee by the Company upon the terms and conditions set out below.

Now therefore the parties agree as follows:

The Company employs, and the Employee accepts employment with the Company, to work for the Company at Karachi or at any other place as mutually agreed upon as Software Engineer, (the "**Employment**").

1. Remuneration

- 1.1 In consideration of the Employee undertaking the Employment for the Company, the Company shall pay the Employee as follows:
- 1.2 Gross salary of Rs. 385,000 per month.
- 1.3 The amount set out in Clause 1.1 above is collectively referred to hereafter as the "**Remuneration**".

2. Term

- 2.1 This Employment Contract shall be for:
 - 2.1.1 An unlimited period commencing on 07-APR-2025 (an "**Unlimited Contract**").
 - 2.1.2 A limited period commencing on N/A and expiring on N/A (a "**Limited Contract**").

- 2.2 Your services will be governed by the company's Rules and Regulations as may be enforced from time to time and your terms of service shall be subject to such rules and regulations.
- 2.3 Your appointment is subject to your being found and remaining medically fit at the time and during your employment with the company. To determine your medical fitness, you may be required to undergo periodical medical examination as and when decided by the company, such examination to be done by the company doctor or the company designated doctor whose decision shall be final and binding on you and the company.

3. Probation

- 3.1 The Employee shall work under a probation period of three months, calculated as from the commencement date of this Employment Contract set out in Clause 2 above. Any probation period may not exceed six months. During probation, an Employee's services may be terminated on 24 hours' notice. In the event of termination of the Employment during this probationary period, the Employee will not be entitled to receive any end of service benefits or other compensation whatsoever.
- 3.2 This clause does not apply for Limited Contracts.

4. Paid Time Off (PTO)

- 4.1 The Employee is entitled to paid time off according to following schedule:
 - 4.1.1 22 working days if years of employment is between 1 and 71 months
 - 4.1.2 27 working days if years of employment is more than 72 months
- 4.2 This clause does not apply for Limited Contracts. A separate PTO schedule may be applicable for Limited Contracts.

5. Termination

- 5.1 Employment may be terminated by either the Company or the Employee on the provision of a written notice. This notice period is ten days if given during probation and thirty days if given outside of probation.
- 5.2 After successful completion of your probationary period, your services shall be subject to termination on one month's written notice or pay in lieu thereof. In case of breach of any of the terms and conditions of this letter and any rules and regulations of services, you shall be subjected to dismissal on charge of misconduct without notice or any benefits.
- 5.3 The Company may dismiss the Employee without notice as provided for in the Labor Law.

6. Procedure and Conduct

- 6.1 You shall not seek nor accept any employment outside of the company during the currency of your employment. This clause does not apply for Limited Contracts and for part-time positions.
- 6.2 Your services shall be transferable to other section/departments and can be utilized for other job without affecting your rank, status and grade.
- 6.3 Your services shall be transferable to sister concern as well as to other establishment of the company anywhere in Pakistan.
- 6.4 You shall discharge your duties and responsibilities efficiently and diligently to the satisfaction of the management of the company and you will not act in any manner contrary to the interest of the company.
- 6.5 You will not disclose any information relating to the company or its customers during or after termination of your employment and you will not divulge any information or trade secrets that you may obtain while in the services of the company unless compelled to do so by a competent court of law.
- 6.6 You will be bound to make good any loss or damage to company property caused by your negligence, inadvertence, fraud, carelessness or act of omission, the termination of your service may not exonerate you from liability to make good this loss or damage.

7. Renewal

- 7.1 A Limited Contract may be renewed should the Employee continue the Employment after the expiry date set out in Clause 2 above where the Company does not otherwise object and unless either the Company or the Employee has given written notification to the other at least thirty (30) days prior to the expiry date declining to renew the Employment.

8. Retirement

- 8.1 Employee shall retire from the Company at the age of 60 years.

9. Governing Law

- 9.1 This Employment Contract and the Employment shall be governed by and construed in accordance with the Pakistan Federal Labor Law for the Private Sector only.

10. Restraint of Trade

- 10.1 Upon the termination of this Employment, the Employee covenants and agrees with the Company that the Employee will not work for a period of one (1) year following termination of the Employment with any company that is a direct competitor of the Company in Pakistan, or solicit business or any employee from the Company or contract business with any customer of the Company.

11. Release of Liability

- 11.1 If the Employee has any agreement signed with his/her *previous employer*, the Employee will assume all liabilities resulting from any breach of such agreement.

12. Computer Programs Are Works Made for Hire

- 12.1 The Employee understands that as part of his/her job duties he/she may be asked to create, or contribute to the creation of, computer programs, documentation and other copyrightable works. The Employee agrees that any and all computer programs, documentation and other copyrightable materials that he/she is asked to prepare or work on as part of his/her employment with the Company shall be "works made for hire" and that the Company shall own all the copyright rights in such works. IF AND TO THE EXTENT ANY SUCH MATERIAL DOES NOT SATISFY THE LEGAL REQUIREMENTS TO CONSTITUTE A WORK MADE FOR HIRE, THE EMPLOYEE HEREBY ASSIGNS ALL HIS/HER COPYRIGHT RIGHTS IN THE WORK TO THE COMPANY.

13. Return of Materials

- 13.1 When the Employment with the Company ends, for whatever reason, the Employee will promptly deliver to the Company all originals and copies of all documents, records, software programs, media and other materials containing any of the Company's trade secrets. The Employee will also return to the Company all equipment, files, software programs and other personal property belonging to the Company.

14. Fair use of IT Resources

- 14.1 The Employee shall strictly refrain from using IT resources for personal use including but not limited to the following:
- 14.2 Browsing or keeping controversial or objectionable material on Company equipment
 - 14.3 Installing pirated software on Company equipment
 - 14.4 Connecting personal devices to office LAN
 - 14.5 Streaming multimedia (audio/video) for long durations
 - 14.6 Downloading or uploading large files for personal use
 - 14.7 Playing Flash or other games for long durations
 - 14.8 Using office LAN for playing network games
 - 14.9 Using any type of web proxy, sandbox, or incognito browsing
 - 14.10 Using any type of third-party VPN like Hamachi, Hotspot Shield, etc.
 - 14.11 Installing or using any client that uses BitTorrent protocol

15. Safeguarding Company's Proprietary Data

- 15.1 The Employee shall make every effort to safeguard Company's confidential and proprietary data and shall strictly refrain from doing anything that compromises it.

16. Drug Tests and Background Checks

- 16.1 The Employee agrees that the Company may require the Employee to undergo a drug test prior to or at any time during employment as a condition of employment. The Employee further agrees that the Company may perform a background check, including a credit check, criminal background check, educational qualifications check, and other verification of the Employee's credentials, qualifications, or character at any time. The Employee further declares that he/she is not a member, affiliate, or activist of a political party or a banned organization. Should any information the Employee has provided to the Company prove to be factually incorrect, the employment with the Company may be terminated immediately. The Employee further agrees not to pursue any legal claim against any party which provides the Company information about the Employee's background in response to such a background check.

If you accept the terms and conditions stated above, kindly sign the **Acceptance by Employee** section below as token of your acceptance.

Signed for on behalf of the Company:

TimeXperts (Pvt.) Ltd.


Chief Executive Officer

Abbas Ali Paliwala
Chief Executive Officer
TimeXperts (Pvt.) Ltd.

Acceptance by Employee

I, **Taha Siddiqui**, do hereby declare that I have read the terms and conditions of employment and accept the position of **Software Engineer** on a gross monthly salary of Rs. **385,000** per month. By my signature, hereunder, I confirm that I fully understand and accept the said terms and conditions.

Employee Signature: _____

Employee Name: Taha Siddiqui

Employee CNIC: 42501-2972463-9,

Date: 07-APR-2025

EXHIBIT A

Acknowledgement of Receipt & Understanding

I hereby certify that I have read and fully understand the contents of this Employee Handbook. I also acknowledge that I have been given the opportunity to discuss any policies contained in this handbook with a Company official. I agree to abide by the policies set forth in this handbook, and understand that compliance with Company's rules and regulations is necessary for continued employment. My signature below certifies my knowledge, acceptance and adherence to the Company's policies, rules, and regulations.

I acknowledge that the Company reserves the right to modify or amend its policies at any time, without prior notice. These policies do not create any promises or contractual obligations between this Company and its employees.

Signature _____

Printed Name Taha Siddiqui

Date 07-APR-2025

Handbook is located at: P:\Documents\TimeXperts Employee Handbook V2.0.pdf

Acknowledgement, Authorization, and Waiver for Drug Tests and Background Checks

I acknowledge that remaining free of illegal drugs and otherwise complying with The Company's substance abuse policy are conditions of employment. The Company is hereby authorized to make investigation of my personal history and financial, criminal and credit record through any investigative or credit agencies or bureaus of the Company's choice. I also consent to an investigation of my driving record.

I expressly authorize, without reservation, the Company, its representatives, employees or agents to contact and obtain information from all references (personal and professional), employers, public agencies, licensing authorities and educational institutions and to otherwise verify the accuracy of all information by me in this application, resume or job interview. I further declare that I am not a member, affiliate, or activist of a political party or a banned organization. I hereby waive any and all rights and claims I may have regarding the Company, its agents, or representatives, for seeking, gathering and using such information in the employment process and all other persons, corporations or organizations for furnishing such information about me.

Signature _____

Name Taha Siddiqui

Date 07-APR-2025