

This Work Agreement, dated 08/01/2023, is made by and between Zikra Infotech LLC, a Wyoming LLC company registered as an MSME in India, with its principal place of business located at 30 N Gould St Ste R Sheridan, WY 82801 ("Company"), and Imran Khalid with a mailing address of house # E-453, street # 4, muhala madni colony, Walton road, Lahore

Commencement of Contract: The Work Agreement Contract shall commence on the Effective Date and remain in effect until its termination.

Voluntary Termination by Worker: In the event of voluntary termination, the employee is required to provide a notice period of 30 days to the employer.

Working Hours and Location. The employee shall be required to work 8 hours from Monday to Saturday from 06-10 PM IST; The work shall be a Remote opportunity, with the employee working from Pakistan.

Compensation. The employee will be paid a sum of **70,000 PKR**. The amount shall be paid to the Worker every 15th day of each month. The compensation will be revised after 3 months.

Emergency Leaves. Emergency leaves may be allowed upon approval from the Company.

Weekly Off.

The employee will be entitled to the following days off:

- Every Sunday.

Certificate. An Experience certificate shall be provided to the employee upon successful completion of the Work tenure.

Confidentiality and Non-Compete. The employee acknowledges that, during the work tenure, He/She may be exposed to confidential information, client data, and company resources. The employee shall maintain the confidentiality of all such information and shall not share it with any third party. Additionally, the employee shall not engage in any business activities with any of the Company's clients during the work tenure, and shall not misuse the Company's resources. The obligations set forth in this section shall continue after the termination of the contract for a period of 6 Months.

Intellectual Property. Any work product/policy created by the employee during the course of the Work Agreement shall be the property of the Company. The Employee hereby assigns to the Company all rights, title, and interest in and to such work product.

Termination. Company may terminate this Agreement at any time for any reason, with or without notice. Upon termination of this Agreement, the Employee shall immediately cease all work on behalf of the Company and shall return to the Company all confidential information, client data, and company resources in his possession.

Non-Solicitation. During the term of this Agreement and for a period of 99 Months after its termination, the employee shall not solicit the Company's clients or employees for business or employment.

Dispute Resolution. Any dispute arising out of or related to this Agreement shall be resolved through arbitration in accordance with the rules of India and Pakistan

Governing Law. This Agreement shall be governed by and construed in accordance with the laws of India and Pakistan.

Entire Agreement: This agreement constitutes the entire agreement between the parties and supersedes all prior negotiations, understandings, and agreements between the parties, whether written or oral, relating to the subject matter of this agreement.

Amendment: This agreement may only be amended in writing and signed by both parties.

Waiver: The failure of either party to enforce any right or remedy under this agreement shall not be construed as a waiver of such right or remedy.

Assignment: The Employee shall not assign or transfer any of their rights or obligations under this agreement without the prior written consent of the Company. The Company may assign its rights and obligations under this agreement to any third party without the prior written consent of the employee.

Notice: Any notice required or permitted under this agreement shall be in writing and delivered either by personal delivery, email, or by certified mail, return receipt requested.

Counterparts: This agreement may be executed in counterparts, each of which shall be deemed an original and all of which together shall constitute one and the same agreement.

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