

RELEASE

I, **Zubair Lone** (hereinafter referred to as the "Releasor" which term includes his heirs, executors, administrators, successors and assigns), in consideration of the payments made to me from **PCI GEOMATICS ENTERPRISES INC.** (hereinafter referred to as the "Releasee" which term includes its partners, affiliates, employees, servants, officers, agents, subsidiaries, predecessor corporations, related companies, successors and assigns) as set out in the attached **letter dated May 17th, 2023** and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, in full satisfaction of all claims and demands of the Releasor against the Releasee, do hereby release and forever discharge the Releasee of and from all manner of actions, causes of actions, suits, debts, dues, accounts, bonds, covenants, contracts, claims and demands whatsoever which against the said Releasee the Releasor now has or can, shall or may hereafter have arising out of or in any way connected with the employment of the Releasor by the Releasee, the termination of such employment by the Releasee or the obligations, statutory, contractual or otherwise of the Releasee to the Releasor in respect thereof, and including, without limiting the generality of the foregoing, any statutory entitlement to wages, termination pay or severance pay under the **Employment Standards Act 2000**, S.O. 2000, c.41 and any and all claims under the **Ontario Human Rights Code**, R.S.O., 1990, H.19 as amended.

I expressly acknowledge that the consideration referred to herein shall not in any way be deemed to constitute an admission of any liability by the Releasee.

I agree not to make any claim or take any proceeding against any person or corporation who might claim, pursuant to the provisions of any applicable statute or otherwise, contribution or indemnity from the Releasee.

And for the said consideration, I further covenant and agree to save harmless and indemnify the Releasee from and against all claims, charges, taxes, penalties or demands which may be made by the Minister of National Revenue requiring the Releasee to pay income tax, charges, taxes or penalties under the Income Tax Act (Canada) in respect of income tax payable by me in excess of income tax previously withheld; and in respect of any and all claims, charges, taxes or penalties and demands which may be made on behalf of or related to Human Resources Development Canada and the Canada Pension Commission under the applicable statutes and regulations with respect to any amounts which may in the future be found to be payable by the Releasee in respect of the Releasor with respect to the consideration set out herein.

I acknowledge that I have received from the Releasee any monies to which I may be entitled as payment in lieu of notice of termination and severance pay pursuant to applicable

Employment Standards legislation including the *Ontario Employment Standards Act 2000*, and or the *Act Respecting Labour Standards Ch N-1.1*.

I agree not to make any disparaging remarks regarding the Releasee, its officers, directors or employees, to any third party. I acknowledge that this obligation extends to any Social Media platform.

I agree that I have a duty of keep in confidence any PCI information that is or maybe confidential in nature, or a trade secret or any information considered to be proprietary information of PCI or its affiliates.

I expressly declare that I have been given sufficient time to consider my actions and to seek such independent legal or other advice with respect to this matter and the terms of this document. I voluntarily accept the said terms for the purpose of making full and final compromise, adjustment and settlement of all claims as aforesaid. I acknowledge that no representation of fact or opinion, threat or inducement has been made or given by the Releasee to induce the signing of this Release.

It is understood and agreed that I shall keep the circumstances of the termination of my employment by the Releasee, the terms and conditions of the settlement agreed upon with respect to the termination of my employment by the Releasee and the terms and conditions of this Final Release and Indemnity completely and strictly confidential, and that I will not hereafter voluntarily disclose any information concerning the termination of my employment by the Releasee or the terms and conditions of this Final Release and Indemnity to anyone except my immediate family, legal counsel, accountant or financial advisors, provided they first agree to keep said information confidential and not to disclose it to others. Should I breach such covenant I understand and agree that the Releasee will be entitled to recover the entirety of the settlement funds paid to me, as damages and not as a penalty.

This Release and Indemnity shall be deemed to have been made in and shall be construed in accordance with the laws of the Province of Ontario and Quebec.

IN WITNESS WHEREOF the Releasor has hereunto set her hand and seal this _____ day of _____, 2023.

SIGNED, SEALED AND DELIVERED
IN THE PRESENCE OF

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Releasor / Employee

Witness