

EMPLOYMENT CONTRACT EMPLOYMENT CONTRACT

Contract ID: 18313700

Contract No.: 18313700

This contract was created electronically under the supervision of the Ministry of Human Resources and Social Development, Kingdom of Saudi Arabia on **24-08-1445** (**05-03-2024**), between:

This contract was concluded electronically under the supervision of the Ministry of Human Resources and Social Development, Kingdom of Saudi Arabia on **08-24-1445** AH corresponding to **03-05-2024** AD between

FIRST PARTY:

Company/Corporation: Branch of Nabatat Contracting Company, a closed joint stock company
National Unified Number: 7008105293
Establishment Number: 4-1968415
Commercial Registration: 2050138063
Address: 31555 Dammam Prince Mohammed bin Fahd
Work Location: Dammam
Email Address: econtract@nabatat.com.sa
Represented by: Osama Al-Rabi' as **Administrator**
 hereinafter referred to as (First Party),

:THE FIRST SIDE

Company/Establishment: Branch of Nabatat Contracting Company, a closed joint stock company
National Unified Number: 7008105293
Facility Number: 4-1968415
Commercial Register: 2050138063
Address: 31555 Dammam Prince Mohammed bin Fahd
Work Location: Dammam
Email: econtract@nabatat.com.sa
Represented by signature: Osama Al-Rabi' in his **administrative capacity**
 ,Hereinafter referred to as (the First Party)

SECOND PARTY:

Name: SAHNAWAZ DILAWAR AHMAD ALAM
Profession: Constructing worker
Employee Number: **401804**
Nationality: Indian
Date of Birth: 13-06-1992
Identity Number: 2381772371
ID Type: Iqama ID
ID Expiry Date: 15-07-2024
Gender: Male
Religion: Muslim
Marital Status: SINGLE
Education: Secondary education
Speciality: Intermediate Education (General)
Iban: SA9280000586608016024129
Bank Name: Al Rajhi Bank
Email Address: sahnawazala693@gmail.com
Mobile Number: 966 0578014741

hereinafter referred to as the (Second Party),

:SECOND PARTY

Name: SAHNAWAZ DILAWAR AHMAD ALAM
Occupation: Construction worker
Job Number: **401804**
Nationality: Indian
Date of Birth: 06-13-1992
ID Number: 2381772371
ID Type: Residence
Expiration Date: 07-15-2024
Gender: Male
Religion: Muslim
Marital status: Single
Educational qualification: Intermediate education
Specialization: Intermediate General
IBAN Number: SA9280000586608016024129
Bank Name: Al Rajhi Bank
Email: sahnawazala693@gmail.com
Mobile number: 966 0578014741

,Hereinafter referred to as (the Second Party)

The two parties have agreed that the second party will work for the first party under its management and supervision with the job of the **Construction worker** and carry out the work assigned to him/her in proportion to his/her practical, scientific and technical capabilities in accordance with the needs of the work and in a manner that does not conflict with the controls stipulated in Articles (fifty-eight, fifty-nine, sixty) of the Saudi Labor Law.

The contract's duration is **2 years** , starting from **06-05-2023** and ending on **05-05-2025** , noted that the date of commencement (joining date) of the second party's work is **06-05-2021** .

The two parties agreed that the second party shall work for the first party under his management and supervision as a **construction worker** and shall carry out the work assigned to him in a manner that is consistent with his practical, scientific and technical capabilities in accordance with the needs of the work and in a manner that does not conflict with the controls stipulated in Articles (Fifty-Eight, Fifty-Nine, .Sixty) of the Labor Law

The duration of this contract is **2 years**, starting from **06-05-2023** and ending on **05-05-2025** . Note that the date the second party starts work is **06-05-2021**

The contract will be renewed for a similar period unless one of the two parties informs the other in writing of his unwillingness to renew the contract **90** days before the contract expires.

The second party is subject to a trial period of **90** days starting from the date of commencing work, during which Eid al-Fitr and Eid al-Adha holidays and sick leave are not included in the calculation. **Both parties have** the right to terminate the contract during this period, unless the contract specifies the right of one party to terminate.

Working days and hours

The working days are set as **48** hours per week, and the first party is obligated to pay the second party an additional wage for the overtime hours equal to the hourly wage plus 50% of his basic wage.

The obligations of the first party

The first party pays the second party a basic fee of **1,900.00** Saudi Riyals, which is due at the end of each **month**

The first party to the second party is also committed to the following:

1. Provide adequate housing throughout the contract period
2. Provide appropriate means of transportation from their residence to the workplace.

The second party is entitled for each year to a paid annual leave of **21** days, and the first party determines its dates during the year of entitlement according to the work conditions, provided that the leave wage is paid in advance when it is due, and the first party has to postpone the leave after the end of the year of entitlement for a period not exceeding 90 days, and with the consent of the second party, in writing, to postpone it to the end of the year following the year of entitlement, according to the requirements of the work conditions.

The first party is obligated to provide medical care to the second party with health insurance in accordance with the provisions of the Cooperative Health Insurance Policy

The first party is obligated to pay the contributions of the General Organization for Social Insurance according to its regulations

The first party bears the fees for the second party's recruitment/transfer, the residency fee, the work permit and its renewal and any resulting fines, change of occupation, exit and return fees, and the return ticket for the second party to his home by the same means he/she came by after the end of the relationship between the two parties.

The first party is obligated to pay the expenses of preparing the body of the second party and transporting it to the party in which the contract was concluded or bringing the employee from it unless he is buried with the consent of his relatives within the Kingdom or the General Organization for Social Insurance is obligated to do so.

It shall be renewed for a similar period or periods unless one of the parties notifies the other in writing of its unwillingness to renew before (**90**) days from the date of expiry of the contract

The second party shall be subject to a trial period of **90** days starting from the date of commencement of work. Eid Al-Fitr and Eid Al-Adha holidays and sick leave shall not be included in this calculation. **Both parties shall have** the right to terminate the contract during this period, unless the contract stipulates that one of them has the right to .terminate

Working days and hours

Working days are set at **48** hours per week, and the first party is obligated to pay the second party an additional wage for overtime hours .equivalent to the hourly wage plus 50% of his basic wage

First party's obligations

The first party shall pay the second party a basic salary of **1,900.00** .Saudi Riyals due at the end of each **month**

:The first party also undertakes to the second party the following

1. Providing suitable accommodation throughout the contract period
2. Providing suitable transportation from their place of residence to their place of work

The second party is entitled to an annual leave of **21** days with pay for each year. The first party shall determine its date during the year of entitlement according to the work conditions, provided that the leave wages are paid in advance when it is due. The first party may postpone the leave after the end of the year in which it is due for a period not exceeding 90 days. He may also, with the written approval of the second party, postpone it to the end of the year following the year of .entitlement, according to the requirements of the work conditions

The first party is obligated to provide medical care to the second party with health insurance in accordance with the provisions of the .Cooperative Health Insurance System

The first party is obligated to pay the General Organization for Social Insurance subscriptions according to its regulations

The first party shall bear the fees for bringing the second party/transferring his services to him, the fees for residence and work permits, their renewal, and any fines, fees for changing profession, exit and return, and the return ticket of the second party to his home country by the means by which he came after the relationship between the two .parties ends

The first party shall bear the expenses of preparing the body of the second party and transporting it to the place where the contract was concluded or bringing the employee from there, unless he is buried with the approval of his relatives within the Kingdom or the General .Organization for Social Insurance is obligated to do so

The obligations of the second party

To perform the work entrusted to him in accordance with the principles of the profession and in accordance with the instructions of the first party if there is nothing in these instructions that contradicts the contract, order or public morals and there is nothing in their implementation that puts him at risk

To take adequate care of the tools and tasks assigned to him and the raw materials owned by the first party placed at his disposal or in his custody and to return to the first party the non-expendable materials

To provide assistance and support without requiring additional payment in cases of dangers threatening the safety of the workplace or the persons employed in it.

To undergo any medical examinations required by the first party before or during joining the job to verify that he/she is free from occupational or communicable diseases

The second party is committed to good manners and work ethics while at work, and at all times abides by the rules, customs, norms and ethics in force in the Kingdom of Saudi Arabia, as well as the rules, regulations and instructions in force at the first party and bears all the financial penalties resulting from his violation of these regulations

Approval of the first party deducting the prescribed percentage of the monthly wage for participation in the General Organization for Social Insurance

Second party obligations

To complete the work assigned to him in accordance with the principles of the profession and in accordance with the instructions of the first party, if these instructions do not contain anything that violates the contract, the system, or public morals, and their implementation does not expose him to danger

To take adequate care of the tools and tasks assigned to him and the materials owned by the first party that are placed at his disposal or in his custody and to return to the first party the unconsumed materials

To provide all assistance and help without requiring additional pay in cases of dangers that threaten the safety of the workplace or the persons employed therein

To undergo, at the request of the first party, the medical examinations that he wishes to conduct on him before joining work or during it to verify that he is free of occupational or contagious diseases

The second party shall be committed to good conduct and ethics during work and at all times, and shall abide by the regulations, customs, traditions and manners in force in the Kingdom of Saudi Arabia, as well as the rules, regulations and instructions in force with the first party, and shall bear all financial fines resulting from his violation of those regulations

Approval of the first party deducting the percentage of the monthly salary due to him to participate in the General Organization for Social Insurance

Expiration or Termination of The Contract

This contract ends with the expiry of its term in the fixed-term contract or with the agreement of the two parties to terminate it, provided that the second party agrees in writing

The first party has the right to terminate the contract of the second party without award, notice or compensation according to the cases mentioned in Article (eighty) of the labor system, provided that the second party is given the opportunity to express the reasons for his opposition to the termination.

The second party has the right to leave work and terminate the contract without notifying the first party while retaining his right to obtain all his dues according to the cases mentioned in Article (eighty-first) of the work system.

End of Service Reward

Upon termination of the contractual relationship by the first party, or with the agreement of the two parties, or with the end of the contract period, or as a result of force majeure, the second party is entitled to a reward of fifteen days' wages for each of the first five years and a month's wage for each year of the following. The employee is entitled to a bonus for the parts of the year in proportion to what she/he spent in work, and the remuneration is calculated on the basis of the last wage.

Expiry or termination of the contract

This contract ends at the end of its term in a fixed-term contract or by agreement of both parties to terminate it, provided that the second party agrees in writing

The first party has the right to terminate the contract without compensation or notice to the second party or compensation, provided that the second party is given the opportunity to state the reasons for his opposition to the termination, in accordance with the cases mentioned in Article (Eighty) of the Labor Law

The second party has the right to leave work and terminate the contract without notifying the first party, while retaining his right to obtain all his dues in accordance with the cases mentioned in Article (Eighty-One) of the Labor Law

Indemnity

The second party is entitled, upon termination of the contractual relationship by the first party, or by agreement of the two parties, or at the end of the contract term, or as a result of force majeure, to a bonus amounting to fifteen days' wages for each of the first five years and one month's wages for each of the following years. The employee is entitled to a bonus for parts of the year in proportion to the period he spent at work, and the bonus is calculated on the basis of the last wage

Applicable System and Jurisdiction

This contract is subject to the labor regulations and its executive regulations and the decisions issued in its implementation in all cases where no provision is made in this contract. This contract replaces all previous verbal or written agreements and contracts if any.

In the event that a dispute arises between the two parties regarding this contract, the Jurisdiction shall be convened for the labor cases qualified authority in the Kingdom of Saudi Arabia

Warnings and notifications between the two parties are made in writing through the electronic communication channels in the Qiwa platform for each of the parties. The address and email address registered in Qiwa platform will be considered legally applicable, and both parties are obligated to update them on Qiwa platform in the event of any change.

Additional Terms

1. The First Party has the right to relocate the Second Party to any place, even if that requires changing its residence, at any of the First Party's branches or sites in the Kingdom of Saudi Arabia. Depending on the work needs and in accordance with the applicable laws and regulations, and the rules stipulated in the First Party Internal Work Regulations.
2. The First Party shall be entitled to extend the probation period for an additional one period of (90) days by serving the Second Party a written letter, whereas the probation period shall be excluding Eid al-Fitr and Eid al-Adha holidays and sick leave. The First Party solely has the right to terminate the Contract during the probation period without prior notice or any compensation.
3. The Second Party shall adhere to the work schedule prepared by the First Party. The First Party may modify the weekly rest days and the said schedule as required for the work needs and conditions. The Second Party shall not be entitled to claim any remuneration for overtime hours unless it was formally assigned by the First Party in writing of such overtime. In the event that the first party provides the second party with the necessary facilities to perform the job instead of providing financial allowances, these facilities will not be considered in the calculation of end of services. The two parties agreed that not all amounts of commission bonus or overtime work hours which by their nature are subject to increase or decrease shall be calculated in the wage on the basis of which the end of service gratuity is settled based on Article 86 of the Saudi Labor Law.
4. The First Party shall provide the Second Party with an economy ticket from and to his Home Country, that is stated above in this Contract, upon the Second Party's leaving his Home Country to the Kingdom at the beginning of this Contract -unless the Second Party is resident in the Kingdom at the time of recruitment- and when the Second Party returns to his Home Country at the end of this Contract. The First Party shall provide the Second Party with an economy ticket when his leave entitlement is due every month, and upon his desire to travel to his Home Country, which is stated above in this Contract. The Second Party shall bear -among other expenses- his travel costs in the

Applicable system and jurisdiction

This contract is subject to the Labor Law, its executive regulations, and the decisions issued in implementation thereof in all matters not provided for in this contract. This contract replaces all previous .agreements and contracts, whether verbal or written, if any

In the event of a dispute between the two parties regarding this contract, the judicial jurisdiction shall be vested in the authority competent to .consider labor cases in the Kingdom of Saudi Arabia

Notifications and notices between the two parties shall be made in writing through the electronic communication channels on the Qawa platform for each party, and each party shall be obligated, in the event of changing its address or changing its e-mail, to amend it through the Qawa platform, otherwise the address or e-mail registered with the Qawa platform shall be considered the ones in effect according to the .system

Additional items

1. The First Party may transfer the Second Party from his original place of work to another place that requires changing his place of residence in any of the First Party's branches or affiliated sites in the Kingdom of Saudi Arabia, in accordance with the needs of the work, the applicable laws and regulations, and the rules applied in the First Party's internal .work organization regulations
2. The first party has the right to extend the trial period by written notice .sent to the second party for one time and for another (90) days, provided that the Eid Al-Fitr and Eid Al-Adha holidays and sick leave are not included in the calculation of any of the original trial period or its extension, and the first party alone has the right to terminate the .contract during this period without prior notice or any compensation
3. The Second Party shall be committed to working according to the work schedule prepared by the First Party. The First Party shall also have the right to amend the weekly rest days and the aforementioned schedule according to the requirements and circumstances of the work. The Second Party shall not be entitled to claim any wages from the First Party for overtime hours unless instructed to do so in writing by the First Party. In the event that the First Party provides the Second Party with in-kind allowances instead of financial allowances, they shall not be included in the end-of-service gratuity. The two parties agreed that all amounts of commissions, bonuses, or percentages of the sales price for overtime hours, which are by nature subject to increase or decrease, shall not be included in the wage on which the end-of-service gratuity is settled, based on Article 86 of the Saudi Labor Law
4. The First Party undertakes to provide the Second Party with economy .class tickets to and from his home country mentioned in the introduction to the contract when he leaves his home country for the Kingdom at the beginning of this contract, unless the Second Party is then residing in the Kingdom, and upon the Second Party's return to his home country at the end of this contract. The First Party shall provide the Second Party with economy class tickets when he is entitled to a one-month leave and wishes to travel to his home country mentioned in the introduction to the contract. The Second Party shall bear - in addition to any other expenses - all travel costs in

following cases: 1. If the Second Party terminates his employment prior to the expiry of the Contract 2. If the Second Party commits any of the violations specified by the Labor Law in Article (80) thereof.

5. More Articles for Female The Second Party is entitled to have a maternity leave with full pay for ten weeks distributed as wishes Such leave starts at most four weeks prior to the probable date of delivery Such date shall be determined by the acceptable medical authority by the First Party or by a medical certificate attested by a health authority. The Second Party when returning to work following the maternity leave is entitled to have rest time or times to feed her child. Such rest times shall not exceed in total one hour per day. Such feeding time or times shall be counted from the actual working hours. The Second Party in case of her husband's death is entitled to have a leave with full pay of not less than four months and ten days from the date of death. She shall be eligible for extension without wage if she is pregnant within the same period until she gives birth. and may not make use of the remaining period of her husband's death leave after she gives birth working hours.

6. The Second Party is obligated to take due care of the assigned tasks, tools, equipment, products, and documents in the workplace, whether they are owned by the First Party or for others; as long as they are placed under his power or use, and to return them to the First Party at the end of the Contract, or upon the First Party's request. The First Party shall be entitled to deduct the value of what was damaged, destroyed, or lost of such tools, machines, products, or documents by the Second Party, from his monthly salary, according to the Labor Law.

7. The Second Party is obliged to carry all the licenses, permissions, and certificates that he is required to carry in order to conduct his work, and for identification purposes. The Second Party shall refrain, during the term of this Contract, from working in any other employment, or providing services, or engaging in any commercial business, directly or indirectly, other than what is assigned to it by the First Party. The Second Party, without the First Party's prior written permission, shall not accept any gifts or personal benefits of any kind from the First Party's clients, suppliers, or any other contracting or related parties. The Second Party is obligated to disclose to the First Party any provided gifts or offers by clients, competitors, etc. In addition to the annual leave, the worker is entitled to the legally prescribed leaves.

8. The Second Party shall refrain from disclosing any information related to the work, tasks, and responsibilities entrusted to it, and the dealings and affairs of the First Party, its affiliated or/and associated entities, suppliers, and customers; which is acquainted with by virtue of his work or being able to access it, whether it is technical, commercial, administrative, functional or marketing information, and in any form, printed, photographed, or electronic. The obligation applies during the validity of this Contract, and for a period of (10) ten years from the termination of the employment relationship, in the Kingdom of Saudi Arabia or any of the Gulf Cooperation Council countries.

the following cases: 1. If he terminates his employment with the First Party before the end of the contract. 2. If he commits any of the .violations specified in the Labor Law in Article (Eighty)

Additional terms for women: The second party is entitled to a .5 maternity leave with full pay for a period of ten weeks, distributed as desired, starting a maximum of four weeks before the expected date of delivery. The expected date of delivery shall be determined by the first party or based on a medical certificate certified by a health authority. The second party is entitled, when working after maternity leave, to a period or periods of rest for the purpose of breastfeeding, provided that the total does not exceed one hour per day. This period or periods shall be calculated from the actual working hours. In the event of the death of her husband, the second party is entitled to a fully paid leave for a period of not less than four months and ten days from the date of death. She has the right to extend this leave without pay if she is pregnant during this period until she gives birth. She may .not benefit from the rest of the leave granted to her after giving birth

The Second Party shall undertake to take adequate care of the tasks .6 assigned to it, tools, equipment, products, and documents in the workplace, whether owned by the First Party or others, as long as they are at its disposal or in its custody, and to return all the equipment to the First Party in a proper manner at the end of the contract or upon the First Party's request. The First Party shall have the right to deduct the value of any equipment, machines, products, or documents damaged, destroyed, or lost by the Second Party from its monthly .wage in accordance with the provisions of the Labor Law

The Second Party shall be obligated to always hold all licenses, .7 permits and certificates required to carry out its business and identify itself. The Second Party shall refrain, during the validity of the contract, from working directly or indirectly in any other job, or providing services, or engaging in any commercial activity other than that which it is assigned by the First Party. The Second Party shall not, without prior written permission from the First Party, accept any gifts or personal benefits of any kind from the First Party's clients, suppliers or any other contracting or related parties. It shall also be obligated to disclose to the First Party any gifts or offers presented to it by clients, competitors or others. In addition to the annual leave, the worker is .entitled to the leaves stipulated by the law

The Second Party shall refrain, during or after its completion, from .8 disclosing any information related to the work, tasks or responsibilities assigned to it or to other employees of the First Party, or any of the dealings, information or affairs of the First Party and its affiliated or related entities, suppliers, customers, employees, projects, inventions, expansion and marketing plans, etc., which it becomes aware of by virtue of its work or which it becomes aware of as a result of its presence at the company's headquarters or branches or through its use of its devices or which it was enabled to view, whether this information is technical, commercial, administrative, operational or marketing, and in any form, whether printed, photographed or electronic. The obligation shall apply during the validity of this contract, and for a period of (10) ten years from the end of the work relationship between the two parties, in the Kingdom .of Saudi Arabia and any of the GCC countries

9. After termination of the Contract, the Second Party is obligated not to compete with the First Party, or to work having a job title similar or unsimilar, or to undertake any similar or related tasks with the responsibilities and working scope that he handled or was able to access it; During the validity of this Contract, for any competitor or a former or current client for two years, anywhere in the Kingdom of Saudi Arabia or GCC countries. The First Party reserves the right to take whatever course of action in order to secure and protect its business.

The second party undertakes, for a period of two years from the end .9 of the employment relationship, not to compete with the first party by establishing or contributing to a commercial entity that provides services, products or businesses of a competitive nature to the businesses, services and products provided by the first party. It also refrains from working for any other competitor under any job title that has some or all of the job duties that are identical, similar or dissimilar to his job at the headquarters of the first party, which are the same tasks assigned to him during his work for the first party, during the period of validity of the contract and after its expiration or termination for a period of two years and in any place in the Kingdom of Saudi Arabia or the Gulf Cooperation Council countries. The first party also reserves the right to take the action it deems appropriate in .order to protect its interests

10. The First Party owns the intellectual rights and patents resulting from the Second Party's work. The Second Party shall not be entitled to use such rights except with the written consent of the First Party. The Second Party shall enable the First Party to retrieve all the tools, documents, or regain login access information of the Second Party for any of the electronic systems, workplace sites, offices or projects that the Second Party has been assigned to.

The First Party hereby owns the intellectual rights and patents .10 resulting from the work of the Second Party, and the Second Party shall not be entitled to use these rights except with the written consent of the First Party. The Second Party shall be obligated to enable the First Party to retrieve all tools, documents, papers or login data of the Second Party for any of the electronic systems, workplaces or projects that the Second Party has been assigned to work on

11. If the Contract is terminated by the first party without a legitimate justification and prior to the expiration of the contract thereof, the second party shall be entitled to two months' salary as compensation. If the Contract is terminated by the second party without a legitimate justification and prior to the expiration of the Contract thereof, the first party shall be entitled to the equivalent of all remaining salaries in the Contract as compensation. In case where the second party wishes to submit his/her resignation, he/she must notify the first party 90 Ninety days prior to his/her planned last working day. First Party solely has the right to extend this notification period for another 90 Ninety days for the purpose of finding replacement, handover and providing necessary training.

In the event that the contract is terminated by the first party before .11 the expiry of its term and without a legitimate reason, the second party shall be entitled to compensation in the amount of two months' wages for this termination. However, in the event that the contract is terminated by the second party before the expiry of its term and without a legitimate reason, the first party shall be entitled to compensation in the amount of the wages for the remaining period of the contract for this termination. If the second party wishes to resign from work while the contract is in effect, he shall be obligated to provide a written notice to the first party (90) ninety days prior to the date of the last working day. The first party shall have the sole right to extend this period for a period not exceeding (90) ninety additional days until an alternative is found and tasks are .transferred

12. The First Party has the right to deduct the cost of the training or development programmes that the Second Party has received at the expense of the First Party from the Second Party entitlements, in the event that the Second Party leaves off work after the training or development period and the similarity of its duration. Upon termination of this Contract, the Second Party is obligated to leave the Kingdom of Saudi Arabia in accordance with the provisions of this Contract and the relevant regulations, or to transfer its services to another party within a period not exceeding 20 days from the date of the final clearance between the Parties.

The first party has the right to deduct the value of the training or .12 development programs that he subjected the second party to at his expense, in the event that the second party leaves work with the first party during a period subsequent to the training or development period and its duration is similar. The second party is obligated upon the expiry or termination of the contract to leave the Kingdom of Saudi Arabia in accordance with the provisions of this contract and the relevant regulations or transfer his services to another party within a period not exceeding 20 days from the date of final settlement between the two parties

13. This Contract shall be governed by the Labor Law, its Implementing Regulations, the decisions issued in regards to its implementation, the Internal Labor Regulations, and First Party administrative circulars in respect of all matters not covered by the Contract hereof. The Labor Court in Dammam has full jurisdiction over any dispute between the Parties related to this Contract.

This contract is subject to the Labor Law, its executive regulations, .13 and the decisions issued in implementation thereof; and to the internal labor regulations and administrative circulars issued by the first party in all matters not provided for in the contract. In the event of a dispute between the two parties regarding this contract, the .judicial jurisdiction shall be vested in the Labor Court in Dammam

14. The Gregorian calendar shall be the calendar used for all the dates contained herein. The Arabic text of this Contract shall prevail.

This contract was exported electronically and is accessible to both parties via Qiwa platform.

This contract is approved by the Ministry of Human Resources and Social Development

Created by Osama Al-Rabee at 05-03-2024 18:54

14. The Gregorian calendar is the calendar used as a basis for all dates included in this contract. The Arabic text of this contract is the authoritative text

This contract has been exported electronically and is accessible to both parties through the Qawa platform

And God is the Grantor of success. This contract is considered approved by the Ministry of Human Resources and Social Development

Created by: Osama Al-Rabee on 05-03-2024 18:54