

EMPLOYMENT AGREEMENT

This Employment Agreement is made and entered into on this day of 20 Sep, 2025, by and between:

NeuralFlex (Finnish Tax ID : 3499867-3)

Website: <https://neuralflex.io>

Offices:

- Meteorinkatu 5, Helsinki, Finland
- 304, Upper Mall Scheme, Lahore, 05433, Pakistan

AND

Muhammad Akbar, residing at seftali sokak, 14 daire, ormanli cd , Avcilar, 34000, Istanbul, Türkiye

1. POSITION AND DUTIES

1.1 The Company agrees to employ the Employee as an **AI Engineer Trainee** starting from 1st October 2025.

1.2 The contract duration is **6 months**, hence this contract expires on 31 March 2026.

1.3 After the traineeship period, the contract can be converted to a **full-time job within a salary range of 110000 - 150000 PKR (16,000 - 22,000 TKL)** based upon employee performance, company needs, and market performance.

1.4 The Employee shall perform the duties assigned by the Company faithfully, diligently, and to the best of their ability.

1.5 The Employee shall not engage in any other full-time or part-time employment, freelance, consulting, or business activity during the term of this Agreement.

2. SALARY AND BENEFITS

2.1 The Employee shall receive a **gross monthly salary** of **PKR 55,000 (~= 8000 Turkish lira)**.

2.2 The salary shall be paid on a monthly basis, no later than the 8th working day of the following month.

2.3 There are **no additional benefits** beyond those stated in this section.

2.4 The Employee shall be eligible for:

- **Project Completion Bonuses** of **10% of the gross monthly salary** per completed project, as determined by management
 - **9 paid leaves for the entire duration of the contract**
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3. WORK SCHEDULE

3.1 The work week shall be Monday to Friday. Saturday and Sunday are non-working days.

3.2 The Employee is required to work **25-30 hours per week**, with flexible timing, provided that working hours must overlap between **9:00 AM and 6:00 PM Helsinki time (UTC+3)**.

4. PROBATIONARY PERIOD

4.1 Since this is a fixed-term contract, there is no probation period.

4.2 The Agreement may be terminated by either party with **one (1) month's written notice**.

5. NON-DISCLOSURE AGREEMENT (NDA)

5.1 The Employee shall not disclose, publish, or disseminate any confidential or proprietary information belonging to the Company or its clients, during or after the term of employment.

5.2 Confidential information includes, but is not limited to: source code, algorithms, client data, pricing models, business strategies, research, and development activities.

5.3 Upon termination of employment, the Employee must return or destroy all proprietary materials in their possession.

6. NON-SOLICITATION

6.1 The Employee agrees that during the term of their employment and for a period of **two (2) years** following termination, they shall not solicit, approach, or accept work—either directly or indirectly—from any client of the Company for whom the Employee worked or had professional contact with during the term of employment.

7. TERMINATION

7.1 This Agreement is of 6 months' duration unless terminated by either party as per the notice period clause.

7.2 The Company reserves the right to terminate the Employee immediately for cause, including but not limited to: breach of this Agreement, misconduct, violation of policies, or failure to perform duties.


8. GOVERNING LAW

This Agreement shall be governed by and construed in accordance with the laws of the jurisdiction in which the Employee is primarily working, subject to the oversight of the Company's headquarters in Finland.

9. ENTIRE AGREEMENT

This Agreement constitutes the entire understanding between the parties and supersedes any prior agreements, oral or written, relating to the subject matter herein.

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

NeuralFlex Muhammad Shaher Yar
Name: _____
Title: ~~Co-Founder and Managing Partner~~ _____
Signature:  _____
Date: 9/20/2025 _____

Employee
Full Name: _____
Signature: _____
Date: _____
