



Highly Confidential

June 27, 2024

Dear Sarfaraz Ahmed,

Following your recent discussions with Mr. Umer Hanif, we are delighted to offer you the position of **AI Engineer I** with xFlow Research. Your salary will be **PKR 100,000/-** per month **gross**, payable at the end of each calendar month. The company will deduct income tax, EOBI contributions and any other levies from the salary as per the laws of Pakistan.

As a member of our team we would ask for your commitment to deliver outstanding quality and results. In addition we expect your personal accountability in all the products, services, actions, advice and results that you provide as a member of xFlow Research. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

OBLIGATIONS

Obligations on Employee include:

- to serve the company exclusively, faithfully and diligently
- to observe and perform all instructions and directions that may be given to you from time to time by the Company
- to be regular and punctual in your attendance and to be of exemplary conduct;
- to be responsible for the safety, proper use and maintenance of property belonging to the Company entrusted to you;
- whether during or outside working hours or whether within the Company premises or otherwise, not to conduct yourself in a manner which may cause, or be likely to cause or be calculated to cause damage to the reputation and / or business of the Company;
- not to receive or accept, whether directly or indirectly any profit, commission or any gain arising out of or from any promise, bargain, transaction, contract, undertaking, business or enterprise in any manner related to the Company or the affairs or the business of the Company;

- to abide by the applicable laws of Pakistan at all time;
- Not to disclose proprietary and confidential information you may obtain during the course of your employment as per Company's Policies.

The following points outline the terms and conditions of this employment agreement:

1. Your appointment comes into effect from **Monday, July 1st, 2024**.
2. After your confirmation this appointment can be terminated by either party giving each other one month's written notice or one month's gross salary in lieu thereof.
3. Company policies are subject to modifications from time to time at the Company's sole discretion. By signing this Employment Agreement, you agree to abide by the existing policies and further agree to any modifications or terminations of its policies without any reason at any point in time. You will be advised for any change of the policies.
4. If at any time in the Company's opinion, which shall be final and conclusive in this matter, you are found guilty of breach of your employment obligations – including the obligations of this Employment Agreement and of any applicable Policies at the time of such breach – dishonesty, misconduct, disorderly behavior, negligence, indiscipline, insubordination absence from duty without permission or of any other conduct which violates one or more terms of this letter and of the applicable Policies, this Employment Agreement shall be terminated forthwith without any notice whatsoever or any salary in lieu of notice.
5. As a condition of the employment, you shall sign a separate Confidentiality and Non-Disclosure Agreement and shall abide by its terms.

Please advise us of your decision within Two (2) business days of receipt of this letter, otherwise this offer shall automatically stands canceled. We are excited about the possibility of you joining us and look forward to your favorable response.

CANDIDATE'S CONFIRMATION

I have carefully read all the terms and conditions of this Employment Agreement and of the applicable Policies and I accept the employment with effect from _____.

CANDIDATE'S SIGNATURE & DATE

WITNESS SIGNATURE & DATE