

ANNEXURE (Cost-Plus)

This Annexure forms a part of the agreement dated 03/08/2023 executed between **EFG Hermes UAE L.L.C** and **TASC Labour Services LLC** ("Contract") and which is valid for a year from the last signature. All provisions of the Contract (as amended from time to time) shall be deemed to be incorporated hereunder by reference.

Cost Plus**Outsourcing Services:**

Role	Term	Location	Salary Range of the Deputed Staff	TASC Management Fees (excluding salary and other entitlements of the Deputed Staff)
Call Centre Officer	12 Months	UAE	AED 13,000	10% of Monthly Salary or AED 1,750 (whichever is higher)

Employee cost and fees as table below:

Particulars	Remark	Billing Frequency
Monthly Salary	AED 13,000	Monthly
Recruitment fee	8.33% of annual salary	One time, as & when applicable
Annual Leave Salary	One month	Yearly
Sick Leave Pay	As per applicable labour law	As & when applicable
Other leaves as per applicable law	As per applicable labour law	As & when applicable
Medical Insurance- Deputed Staff	AED 1,500 – 12,000	Yearly
DED Fees	AED 1,000	Yearly
Annual air fare to home country	N/A	Yearly
Workmen compensation	0.35% of monthly gross salary	Yearly
Visa Fee- Employee	AED 5,500 – Mainland/ Per Person	Mainland - every 2 years
Labour Card Fee	AED 1,500	Mainland- every 2 years
Bank Guarantee Funding	AED 900	One time, during joining
Reimbursement / Incentive/Bonus/HRA/Over time paid to the Deputed Staff	Amount paid + 10% processing fees	As & when applicable
Inbound flight (staff arriving from outside UAE)	As per Client's policy	As & when applicable
Hotel accommodation (staff arriving from outside UAE)	As per Client's policy	As & when applicable
Gratuity	As per applicable labour law	During separation

Exit flight (As per UAE law)	Amount paid + 10% processing fees	During separation
Emiratization Fees	AED 270	Monthly

All prices payable under this agreement, unless otherwise stated, are exclusive of VAT.

TERMS OF PAYMENT

Monthly invoice to be raised and paid as per the chart below. Any attendance shortfall will be adjusted in the following month invoice. Salary to the Deputed Staff will be paid only after receiving the payment on time as per the chart below. Below chart summarizes this process.

Salary & Invoice Schedule

Important Monthly Dates	15 th	20 th	25 th	30 th
From TASC		Submit invoice		Pay salary
From Client	Submit attendance		Pay invoice	

Additional Terms:

- Overtime shall be calculated as per the applicable labour law.
- Should CLIENT require staff to undergo any training; the cost will be borne by CLIENT.
- All candidates must remain on TASC payrolls for a minimum of 6 months prior to absorption.
- In the event of absorption of the Deputed Staff, a 8.33% as absorption fee on annual salary of the associate will be charged by TASC to the Client.
- The Client shall be invoiced with no deductions if the Deputed Staff avail eligible leaves as per the applicable labour laws.
- If the Deputed Staff is unable to consume leaves on account of the Client, the Client shall be invoiced for any leave encashment payable to the Deputed Staff as per applicable law at the time of separation of the relevant Deputed Staff.
- In case of increase in any government fees, all additional cost will be borne by Client at actuals.
- 5% VAT will be added on the total invoice value.

For TASC Labour Services LLC

DocuSigned by:

Richard Jackson

11DB66B866034B4...

Name: Richard Jackson

Designation: Chief operating officer

Date: 9/22/2023

For EFG Hermes UAE L.L.C

Fatmah Selim

Name: Fatmah Selim

Designation: Talent Acquisition Manager

Date: 19/9/23