

25<sup>h</sup> September 2025

Muhammad Kashif  
232, Airline Society  
Lahore  
Pakistan

Dear Mr. Kashif,

### Statement of Main Terms of Employment

This Statement sets out the particulars of the main terms of employment under which UrProject Ltd (Company Number 16336005, registered office: 20 Wenlock Road, London, England, N1 7GU) employs Muhammad Kashif.

Any changes or amendments to these terms will be confirmed in writing within one month of them occurring.

#### Agreements in Force

There are no collective agreements affecting your terms and conditions of employment.

#### Job Title

You are employed as Senior Frontend Engineer (React/Vite, Tailwind, Cypress). The Company reserves the right to require you to perform other duties from time to time, which may include work in other departments, and it is a condition of your employment that you are prepared to do this.

#### Commencement Date

Your employment with the Company under this contract will commence on 1st October 2025.

#### Probationary Period

The first 3 months of your employment are served as a probationary period. During this period your work performance and general suitability will be assessed. Receipt of written confirmation will signify that your probationary period has been successfully passed. During probation either party may terminate employment with 1 weeks' notice. After probation, the notice period is 1 month.



#### Pay

You will be paid a net monthly salary of £900.00 during probation of month one.

You will be paid a net monthly salary of £1800.00 during probation Month two and three.

After successful completion, your annual salary will be R28,800.00 payable in monthly instalments.

#### Place of Work

Your normal place of work will be Remote (Pakistan), although you may be required to travel to and work at other locations as required by the business.

#### Hours of Work

Your normal hours of work are 9 hours per day, Monday to Friday, with flexibility in line with project requirements.

#### Holiday Entitlement

Your annual holiday entitlement is 22 working days per year, plus Pakistan public holidays. The procedure for booking holidays will be set out in the Employee Handbook.

#### Benefits

Annual Leave: 22 working days per year, plus South African public holidays. Pension eligibility. Other perks: £400 monthly KPI performance bonus during probation.

#### Other Paid Leave

You are entitled to statutory leave including maternity, paternity, adoption, parental bereavement, and other statutory entitlements as applicable.

#### Sickness Absence

You may be entitled to Statutory Sick Pay (SSP) or equivalent benefits under local legislation, subject to qualifying conditions. Details are in the Employee Handbook.

#### Pension

You will be eligible to participate in the Company's pension scheme, subject to the rules of the scheme and statutory requirements. (UK Only)

#### Confidentiality & Compliance

You are required to comply with all Company policies, including but not limited to confidentiality, non-disclosures, non-compete, data protection, and anti-bribery.

#### Governing Law

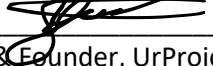
This contract will be governed by the laws of Pakistan, unless otherwise agreed in writing.



Declaration

I acknowledge receipt of this Statement and confirm that I have read and understood it, together with the Employee Handbook, which set out the principal rules, policies, and procedures relating to my employment.

Signed by the Employee: \_\_\_\_\_ Date: \_\_\_\_\_  
Name (Print): Mpilo Desmond Makae

Signed on behalf of the Company:  \_\_\_\_\_ Date: 25<sup>th</sup> September 2025  
Name (Print): Rayno De Kock, CEO & Founder, UrProject Ltd

Yours sincerely,

Rayno De Kock  
CEO - Founder

