

CONTRACTUAL SERVICE AGREEMENT

This Contractual Service Agreement ("Agreement") is made and effective on the 2nd of June 2025,

BETWEEN:

[] (the "Provider"), an individual with his main address at:
[]

AND:

[ELEKRON VENTURES PTE Ltd] (the "Company"), a corporation organized and existing under the laws of the [British Virgin Islands], with its head office located at: [QUIJANO & ASSOCIATES (BVI) LIMITED, Quijano Chambers, P.O. Box 3159, Road Town, Tortola, British Virgin Islands]

1 RECITALS

- A. Company is engaged in the business of [Advisory & Consultancy].
- B. Provider has been engaged and has had a great deal of experience in the above-designated business.
- C. Provider is willing to be engaged by Company, and Company is willing to engage the Provider, on the terms, covenants, and conditions set forth in this Agreement.

In consideration of the matters described above, and of the mutual benefits and obligations set forth in this Agreement, the parties agree as follows:

2 ENGAGEMENT

- A. Company engages, and hires Provider as an [Junior Full Stack Developer] to
 - Develop, maintain, and optimize backend systems using Node.js.
 - Design and implement intuitive and responsive frontend components.
 - Monitor system performance and ensure application stability.
 - Troubleshoot and resolve production issues efficiently.
 - Collaborate with teams to integrate backend services with the frontend.

- Manage and Monitor the development team and coordinate with BA and QA teams
 - Work with databases (SQL/NoSQL) and manage API integrations.
 - Identify and implement improvements in development processes.
- B. Provider accepts and agrees to such hiring and engagement, subject to the general supervision and pursuant to the orders, advice, and direction of Company.
- C. Provider shall perform such other duties as are customarily performed by other persons in similar positions, including other duties as may arise from time to time and as may be assigned.

3 BEST EFFORTS OF PROVIDER

The provider shall be engaged by the company as [Junior Full Stack Developer] and shall endeavor in good faith to competently perform such duties as inherent in his/her engagement and shall also perform and discharge such other engagement duties and responsibilities as the company shall from time to time reasonably determine, not inconsistent with his/her position with the company.

4 LOCATION OF THE WORK

- A. The Contractor is required to work from the Company's office for a minimum of three (3) days each week, each day consisting of nine (9) working hours. The specific days of required office presence shall be determined by the Company, subject to reasonable notice to the Contractor.
- B. The Provider shall be allowed to work remotely on the remaining days. When working remotely, the Provider will report to Wees Abraham for specific tasks, duties, or meetings. The Company shall not incur any additional costs as a result of allowing the Provider to work remotely.

5 TERM OF ENGAGEMENT

The term of this Agreement shall be a period of [1] years, commencing [06/2/2025], and terminating [06/1/2026], subject, however, to prior termination as provided in this Agreement. this Agreement could be renewable based on both parties.

6 Time Tracking and Cost Code Reporting

The Employee agrees to accurately record their working hours and project-related activities using the time tracking system designated by the Employer. This includes allocating time entries to specific cost codes or project codes as required. The Employee must ensure that all time records are submitted on a timely basis, are complete, and accurately reflect the work performed. Failure to comply with time tracking procedures may result in disciplinary action and may affect project billing, payroll processing, and performance evaluations.

The designated time tracking software will be installed on the company-provided laptop, if applicable. If the Employee is using their own laptop for work purposes, they agree to install and use the time tracking software on that device as well, subject to the Employer's security and usage policies.

7 WORKING HOURS

- A. The Provider would have nine (9) working hours a day.
- B. The Provider may be asked to work overtime if necessary, by the Company.
- C. The Provider would be entitled to a paid weekend equal to 48 continuous working hours after every five-working day. The Provider understands and agrees to work on including but not limited to weekends or other holidays if necessary and requested by the Company. The Company and Provider Shall mutually agree on the day of such extended working.
- D. The Provider would be entitled to the statutory minimum paid holidays, sick

leaves.

8 COMPENSATION OF PROVIDER

Company shall pay Provider, and Provider shall accept from Company, in full payment for Provider's services under this Agreement, compensation at the rate of [USD 900] per [MONTH], payable on the first week of the following month while this Agreement shall be in force.

9 Transportation Fee Reimbursement

The Company agrees to reimburse the Contractor for transportation expenses incurred in commuting to and from the Company's office, in accordance with the Lebanese Labor Law. Reimbursement amounts will be justified by the work schedule which records the number of days the Contractor has worked.

10 TERMINATION DUE TO DISCONTINUANCE OF BUSINESS

In spite of anything contained in this Agreement to the contrary, in the event that Company shall discontinue operating its business at QUIJANO & ASSOCIATES (BVI) LIMITED, Quijano Chambers, P.O. Box 3159, Road Town, Tortola, British Virgin Islands, then this Agreement shall terminate as of the last day of the month in which Company ceases operations at with the same force and effect as if such last day of the month were originally set as the termination date of this Agreement.

In the event of such termination, the Company shall pay the compensation and any other expenses to the Provider which are payable to him/her as of the last day on which Company ceases operations.

In the event of a new location of business has been chosen, a new agreement would be executed for the remaining time of this Agreement if agreed upon by both parties.

Notice Period Fulfilment: The Contractor acknowledges and agrees that any accrued annual leave shall not be utilised to offset or reduce the mandatory notice period

required for termination of this contract by either party. The full notice period, as stipulated elsewhere in this contract, must be served by the Contractor.

Compensation for Fulfilled Notice Period: Should the Contractor duly fulfil the entirety of the required notice period, the Company shall compensate the Contractor for all accrued and untaken prorated annual leave up to the month of termination. This compensation shall be paid in addition to the Contractor's final salary, as part of the final settlement.

Consequences of Unfulfilled Notice Period: In the event that the Contractor fails to serve the full notice period as required by this contract, such failure shall constitute a material breach of contract. In such a case, the Contractor shall forfeit all rights to any accrued annual leave benefits. Furthermore, the Contractor's final salary will be subject to a deduction equivalent to the remuneration for the unfulfilled portion of the notice period.

11 OTHER ENGAGEMENT

Provider shall devote all of the time, attention, knowledge, and skills solely to the business and interest of Company, and Company shall be entitled to all of the benefits, profits, or other issues arising from or incident to all work, services, and advice of Provider, and Provider shall not, during the term of this Agreement, be interested directly or indirectly, in any manner, as partner, officer, director, shareholder, advisor, Provider, or in any other capacity in any other business similar to Company's business or any allied trade; provided, however, that nothing contained in this section shall be deemed to prevent or to limit the right of Provider to invest any of his or her money in the capital stock or other securities of any corporation whose stock or securities are publicly owned or are regularly traded on any public exchange, nor shall anything contained in this section be deemed to prevent Provider from investing or limit Provider's right to invest his or her money in real estate.

12 TRADE SECRETS

Provider shall not at any time or in any manner, either directly or indirectly, divulge, disclose or communicate to any person, firm, corporation, or other entity in any manner whatsoever any information concerning any matters affecting or relating to the business of Company, including but not limited to any of its customers, the prices it obtains or has obtained from the sale of, or at which it sells or has sold, its products, or any other information concerning the business of Company, its manner of operation, its plans, processes, or other data without regard to whether all of the above-stated matters will be deemed confidential, material, or important, Company and Provider specifically and expressly stipulating that as between them, such matters are important, material, and confidential and gravely affect the effective and successful conduct of the business of Company, and Company's good will, and that any breach of the terms of this section shall be a material breach of this Agreement.

13 TRADE SECRETS AFTER TERMINATION OF ENGAGEMENT

All of the terms of Section Nine of this Agreement shall remain in full force and effect for the period of one (1) year after the termination of Provider's engagement for any reason.

14 REIMBURSEMENT OF EXPENSES

The Provider may incur reasonable expenses for furthering the Company's business. The Company shall reimburse the Provider for all business expenses after the Provider presents an itemized account of expenditures, pursuant to Company policy. The Company shall reimburse Provider for all necessary expenses incurred by Provider pursuant to Company's directions. The reimbursable are as follows:

- A. Entertainment
- B. Travel
- C. Meals
- D. Mobile

15 RECOMMENDATIONS FOR IMPROVING OPERATIONS

Provider shall make available to Company all information of which Provider shall have any knowledge and shall make all suggestions and recommendations that will be of mutual benefit to Company and Provider.

16 PROVIDER'S INABILITY TO CONTRACT FOR COMPANY

In spite of anything contained in this Agreement to the contrary, Provider shall not have the right to make any contracts or commitments for or on behalf of Company without first obtaining the express written consent of Company.

17 AGREEMENTS OUTSIDE OF CONTRACT

This Agreement contains the complete Agreement concerning the Engagement arrangement between the parties and shall, as of the effective date of this Agreement, supersede all other Agreements between the parties. The parties stipulate that neither of them has made any representation with respect to the subject matter of this Agreement or any representations including the execution and delivery of this Agreement except such representations as are specifically set forth in this Agreement, and each of the parties acknowledges that [HE OR SHE OR IT] has relied on its own judgment in entering into this Agreement.

The parties further acknowledge that any payments or representations that may have been made by either of them to the other prior to the date of executing this Agreement are of no effect and that neither of them has relied on such payments or representations in connection with [HIS OR HER OR IT] dealings with the other.

18 LEAVES

A. Provider shall be entitled to [21] days of paid vacation each year, and [12] days of paid holiday leaves, that will be available after 3 months of probation period starting the 2nd of September 2025 during the term of this Agreement, the time for such vacation to be determined by mutual Agreement between Company and Provider prior to one month if it exceeds 3 consecutive days.

B. Provider Shall be entitled to paid sick leave of up to 10 days per year

C. Any modification of this Agreement or additional obligation assumed by either party in connection with this Agreement shall be binding only if evidenced in writing and signed by each party or an authorized representative of each party.

19 TERMINATION

A. This Agreement may be terminated immediately by Company for cause or in the event Provider violates any provision of this Agreement.

B. Company's Termination. In addition, the Company may terminate this Agreement and Provider's engagement at any time and for any reason in accordance with applicable labor laws.

C. Provider's Termination. Provider may terminate this Agreement and the engagement at any time by giving 30 days' notice in writing to the Company.

D. Severance Payment

If Provider's engagement is terminated other than for cause. Provider shall be entitled to severance payment in the amount of One Month's Salary.

E. At the time of termination, Provider agrees to return all Company property, including but not limited to computers, cell phones, and any other electronic devices Provider shall reimburse Company for any Company property lost or damaged in an amount equal to the market price of such property

F. The rights and obligations of the Parties set forth in (Non-Compete, Confidentiality), Ownership of Work Product, Termination, and Miscellaneous are intended to survive termination and will survive termination of this Agreement.

20 EFFECT OF PARTIAL INVALIDITY

The invalidity of any portion of this Agreement will not and shall not be deemed to affect the validity of any other provision. In the event that any provision of this Agreement is held to be invalid, the parties agree that the remaining provisions shall be deemed to be in full force and effect as if they had been executed by both parties

subsequent to the expungements of the invalid provision.

21 CHOICE OF LAW

It is the intention of the parties to this Agreement that this Agreement and the performance under this Agreement, and all suits and special proceedings under this Agreement, be construed in accordance with and under and pursuant to the laws of the British Virgin Islands and that, in any action, special proceeding or other proceeding that may be brought arising out of, in connection with, or by reason of this Agreement, the laws of the British Virgin Islands shall be applicable and shall govern to the exclusion of the law of any other forum, without regard to the jurisdiction in which any action or special proceeding may be instituted.

22 INDEPENDENT CONTRACTOR

The relationship of the parties established by this Agreement is that of independent contractors, and nothing contained in this Agreement shall be construed to establish the parties as partners, joint ventures, co-owners, or otherwise as participants in a joint or common undertaking in any manner.

23 INDEMNIFICATION

To the fullest extent permitted by law, the Provider shall indemnify and hold harmless the Company and their agents and employees from claims, demands, causes of actions, and liabilities of every kind and nature whatsoever arising out of or in connection with the Provider's services provided under this Agreement. This indemnification shall extend to claims occurring after this Agreement is terminated as well as while it is in force. The indemnity shall apply regardless of any active and/or passive negligent act or omission of the Company, or their agents or employees, but the Provider shall not be obligated to indemnify any party for claims arising from the sole negligence or willful misconduct of the Company or their agent or employees or caused solely by the designs provided by such parties.

24 NO WAIVER

The failure of either party to this Agreement to insist upon the performance of any of the terms and conditions of this Agreement, or the waiver of any breach of any of the terms and conditions of this Agreement, shall not be construed as thereafter waiving any such terms and conditions, but the same shall continue and remain in full force and effect as if no such forbearance or waiver had occurred.

25 ATTORNEY FEES

In the event that any action is filed in relation to this Agreement, the unsuccessful party in the action shall pay to the successful party, in addition to all the sums that either party may be called on to pay, a reasonable sum for the successful party's attorney's fees.

26 PARAGRAPH HEADINGS

The titles to the paragraphs of this Agreement are solely for the convenience of the parties and shall not be used to explain, modify, simplify, or aid in the interpretation of the provisions of this Agreement.

IN WITNESS HEREOF, the parties have caused it to be executed on the date

indicated above.

PROVIDER

COMPANY

Authorized Signature

Authorized Signature

Print Name and Title

Print Name and Title