

## EMPLOYMENT CONTRACT: PRIVATE AND CONFIDENTIAL

Date: 26 June 2025

Dear Abdur Rahman,

We are pleased to offer you employment with Mavens Advisor Pvt. Ltd. (hereon referred to as the "Company") in the position of "undefined" on the following terms and conditions:

Your monthly salary and allowances payable monthly in arrear will be:

Basic Compensation

Rs. 28,000

Conveyance Allowance

Rs. 0

Abdur Rahman, bearing CNIC number 10005-739233-3

After your probation period of 3 months your performance will be evaluated on the basis of your monthly targets and Key Performance Indicators and the continuity of your employment with us dependent on those evaluations.

You hereby authorize the Company to deduct from your salary or any other sum due to you, any sums which you may owe the Company including, without limitation, any overpayments or loans made to you by the Company. This is without prejudice to any other remedies that the Company may have against you in respect of such sums.

Your employment may be terminated, without assigning any reason, either by you giving the Company 30 days notice in writing or by the Company giving you 30 days notice in writing or on payment by either side one month's salary in lieu of notice. Provided, however, that in the event the termination of your services is due to misconduct, of which the Company shall be the sole judge, no notice by the Company will be required to be given and no salary in lieu of notice will be payable.

The Company reserves the right to pay you in lieu of part or all of your notice period, or require that during the notice period you do not attend the Company's premises or/and carry out your day-to-day duties (and remain at home on "garden leave"). During any garden leave period you shall be entitled to your salary and benefits in the usual manner.

Your continuing employment is subject to the satisfactory completion of an initial probationary period of three months, during which the Company will have the opportunity to assess your work performance. If

the Company considers that your performance has not been satisfactory, it may either terminate your employment immediately without notice or extend your probationary period by up to a further three months. At the end of the probation period, we will either confirm your employment or otherwise.

Your employment with the Company is at all times conditional upon your promptly producing references to the satisfaction of the Company and the Company determining that the outcome of any background checks which the Company may conduct, are to its satisfaction.

You agree to be bound by the Company's rules, regulations and policies as amended, modified or adopted from time to time.

#### Working Hours:

Working days in the Company will be 6 days a week (total 54 working hours in a week) i.e. from Monday to Saturday. Office hours will be from 03:00 pm to 12:00 am without any break for lunch. However, these working days/ timings may be varied for different staff members with mutual agreement based upon his/ her types of responsibilities.

Sunday is normally a full holiday, however as per the workload, the management of Mavens Advisor may call you on holidays.

During your employment you will not be employed, engaged, interested or concerned in any activity, office or outside business interests (whether paid or unpaid) without the written consent of the CEO. You will disclose in writing to the Company any such activities, offices or outside business interests you may currently have and in the event that the Company requires you to cease the same, you will do so forthwith. For the avoidance of doubt consent will not be given in relation to any activities, offices or business interests which in the view of the Company, are similar to, or compete directly or indirectly with the business of the Company or which could in the view of the Company, give rise to a conflict of interest or interfere with the efficient performance of your duties.

#### Confidentiality:

Except in the proper performance of your duties or as required in law, you may not (and undertake that you will not), during or after your employment, disclose or otherwise make use of (and shall use your best endeavors to prevent the publication or disclosure of) any trade secrets or other confidential information of or relating to the Company or any Associated Entities or any user of the Company's services or any company, organization or business with which the Company is involved in any kind of business venture or partnership or any information concerning the business of the Company or any Associated Entity or in respect of which the Company owes an obligation of confidence to any third party. You must not at any time remove from the Company's premises any documents or items which belong to the Company or which contain any Confidential Information without proper advance authorization from the administrator.

You must return to the Company upon request and, in any event, upon the termination of your

employment, all documents, records and other papers (including copies and extracts), items and other property of whatsoever nature which belong to the Company or which contain or refer to any confidential information and which are in your possession or under your control.

You acknowledge that all Intellectual Property Rights, inventions and all materials embodying them shall automatically belong to the Company to the fullest extent permitted by law.

This letter of employment shall be governed by the laws of Pakistan.

You are not allowed to be involved in any business activity, whether it is as a buyer, supplier or employee/ employer with a company that is in the same business as for the duration of your employment.

By signing this agreement, you are endorsing the fact that you will work for the Company for at least ONE year in the current capacity and will not resign from the current or seek any other kind of employment opportunity during this period.

AS WITNESS the hands of the parties hereto or their duly authorized representatives.

SIGNED by \_\_\_\_\_; On behalf of Mavens Advisor Pvt. Ltd.

I, the undersigned, confirm my agreement to and acceptance of the above terms and conditions.

SIGNED by:

\_\_\_\_\_  
Abdur Rahman