

## Employment Offer

**Sunday, November 30<sup>th</sup>, 2025,**

**Dear Loay Hany,**

**Margins Developments** is delighted to extend our offer for the position of **Senior Property Consultant** according to the following terms and conditions:

### **1. Position & Starting Date:**

You are appointed to the position of <b>Senior Property Consultant</b> , reporting to the <b>Sales Manager</b> .
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<b>Starting date: Dec 14<sup>th</sup>, 2025.</b>
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### **2. Remuneration:**

<b>Monthly Net Salary: L.E. 15,000</b> (Fifteen Thousand Egyptian Pounds Only)
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<b>Commission:</b> According to the company's policy.
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### **3. Working Hours & Annual Leaves:**

<b>Weekly Working Days:</b> Sunday to Thursday.	<b>Weekends:</b> Fridays & Saturdays.
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<b>Working Hours:</b> 10:00 AM – 6:00 PM & 11:00 AM – 7:00 PM “Rotational”
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### **4. Benefits and Pension:**

Social, medical, and life insurance will be provided according to the company's policies & Annual leaves as per the Egyptian Labor Law.
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### **5. Employment Terms & Other Conditions:**

<b>This is a fixed-term employment contract</b>	subject to a probationary period of three months, beginning on your start date. During this period, the company reserves the right to terminate employment at any time, without notice or compensation, should the employee's performance be unsatisfactory.
<b>Confidentiality &amp; Non-competition:</b>	This offer is subject to Confidentiality & Non-Competition Clauses. During your employment with <b>Margins Developments</b> , you will be entrusted with confidential and proprietary information. You agree that such information will not be released or divulged, whether directly or indirectly, unless authorized by the company, required by law, or through express written consent.
<b>Company Property and Assets</b>	The employee is obligated to safeguard all assets and property entrusted to them by the company during their employment. This includes—but is not limited to—devices, equipment, documents, files, and any other tools or materials related to their job responsibilities. The employee agrees to use such items strictly for work purposes and not to misuse them.
<b>Return of Property</b>	The employee is also required to return all such assets and property to the company in good condition immediately upon the termination of employment for any reason. In the event of non-return, damage, or loss, the company reserves the right to take appropriate measures, including deducting the value from the employee's final settlement or pursuing legal action.
<b>Validity of Job Offer</b>	This offer is valid until the 1 <sup>st</sup> of December 2025. Please reply at your earliest convenience. It is also valid upon submitting the Hiring Documents on the abovementioned starting date.

**Wishing you all the best in contributing effectively to Margins Developments' success.**

**Employer Signature,  
Signature Date,**

**Employee Signature.  
Signature Date.**