

SUPPLEMENTAL AGREEMENT REGARDING ENTITLEMENT TO BONUS

This Supplemental Agreement is made the **01st day of November 2022**, by and between:

1. **i2c Pakistan (Pvt.) Limited**, a company incorporated and existing under the Companies Act 2017, having its offices at 4, Old FCC, Ferozepur Road, Lahore through authorized person at Lahore, (hereinafter “the Company”, which expression shall be deemed to include its successors in interest and assigns) of the first part; and
2. **Abdul Wali r/o Chak 309 GB, Dak Khana Khas, Tehsil o Zila, Toba Tek Singh** having CNIC number **45104-9947668-1** (hereinafter “Employee”) of the second part.

WHEREAS:

1. The Company has employed Employee in terms of Employment Agreement dated **November 01, 2022** (“Agreement”). The current designation of Employee is **Associate Engineer**.
2. The Company has devised a bonus scheme (“Scheme”) – to be extended to certain (but not all) employees, who would be nominated by the Company in its entire discretion – in order to incentivize such employees to remain in the employment of the Company for additional minimum periods of 2, 3 or 4 years (with the incentive being offered depending on the length of commitment made by each such employee).
3. The Company has nominated the Employee for the Scheme and the Employee has accepted the incentive on the following terms and conditions.

NOW THEREFORE THIS AGREEMENT WITNESSES AS UNDER:

1. Subject to Employee continuing their employment with the Company for an additional period of **2 Years** from the date of this Supplemental Agreement (“Bonus Term”), and meeting the goals and objectives specified by the Company, while also adhering to Company’s policies and standards as outlined in the employee handbook, the Company agrees to pay Employee the sum of **R264,000** (Pak Rupees) by way of bonus (“Bonus”) which is **10%** of the Employee’s current monthly salary of **Rs. 110,000** (Pak Rupees). In case the Employee’s monthly salary is increased by the Company during the Bonus Term, the calculation of Bonus shall increase ratably (in line with the period during which the increased salary applies).
2. Employee’s entitlement to the Bonus shall accrue/mature upon completion of the Bonus Term; however, the Company on request of Employee may make monthly payments of up to **Rs 11,000** (Pak Rupees) from the Bonus, which shall be made on trust and on the understanding that Employee shall remain employed by the Company throughout the Bonus Term, whereas the balance payment of the Bonus shall be made on completion of the Bonus Term. In case the Employee leaves the employment of the Company before completing the Bonus Term, any installments paid by the Company to Employee towards Bonus shall be repaid by Employee to the Company. Without prejudice to Employee’s obligation to reimburse the Company, the Company may adjust this amount from any payments due from the Company to Employee.

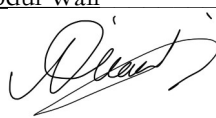
The Employee also hereby authorizes the Company to approach any person or entity that owes any money to the Employee, in order to recover the amount received on trust by the Employee from the Company and which is repayable as aforesaid, and for the Company to give valid discharge to such person or entity on behalf of the Employee – provided the Employee has failed to reimburse the amount within 15 days of leaving the employment of the Company.

3. Notwithstanding anything herein contained, Employee shall not be entitled to Bonus (and any amounts paid towards Bonus under clause 2 above shall be reimbursed by Employee) in case the services of Employee are terminated by the Company for any reason whatsoever. However, in case of termination on account of death or injury/incapacity, the Company may (in its discretion) pay proportionate Bonus (depending upon the percentage of Bonus Term having expired) to Employee or his successors interest (as the case may be).


4. It is clarified that:

- a. Nothing herein contained shall interfere with or dilute the right of the Company to terminate the employment of Employee, with or without cause, as specified in the Agreement or as may be available to the Company under the laws of Pakistan.
- b. Employee shall be liable to pay any taxes attracted to and payable on the Bonus, and shall indemnify the Company in this behalf;
- c. This Supplemental Agreement supplements the Agreement, the terms of which shall continue to apply to the appointment of Employee with the Company.

IN WITNESS WHEREOF THE PARTIES HAVE SET THEIR HANDS BELOW.

Abdul Wali
Employee Name


Employee Signature


Khurram S. Rana
Human Resources

WITNESSES:

For and on behalf of the Company

1. Hamza Safdar
2. Hafiz Muhammad Ismail Asad