



STAMP OFFICE CITY TOWER, KARACHI.

Issued to Mrs. Ayesha Hayat Ali
 CHN/LEG NO. 14657 CHN
 Adm D.S.R. No. 3 Dt. 18-3-21
 On behalf of Challan No. 197 Dt 18-3-21
 for the purpose of _____
 Entry No. 3 Dt 18-3-21

Rs. Five Hundred Only

18 MAR 2021

Rs: 500/= Only

M. Ayesha Hayat Ali

CONTRACTUAL AGREEMENT

Your employment will be contract based for the period of 2 years and governed under the by-laws of Appedology Pvt. Ltd. which is subject to amendments as and when necessary:

Working Hours:-

Your working hours will be as per the requirement of the organization. In the event you are absent from duty without information or permission of leave or you overstay your sanctioned leave, the Management will treat you as having voluntarily abandoned the services of the Company.

Probation Period

Other than certain benefits prescribed by law, the Employee will not be eligible for Benefits, Vacation Time, or Personal Leave until after the first 90 days of employment ("Trial Period"). In addition, the Employee will not be eligible vacation time, sick leave, or any time off that would be paid or unpaid.

J. Ayesha Hayat Ali

Service Conditions

- I. You shall perform the duties and carry out the assignments entrusted to you from time to time efficiently, sincerely and to the best of your ability and capacity.
- II. You shall be liable to complete your duration of 2 years contract, and fulfill all your professional responsibilities diligently and progressively. In case of leaving the job, prior to the above mentioned period you shall be liable to pay a penalty of 2 million PKR (PKR 20,00,000).
- III. If the Company decide to terminate an employee with a cause or decides to downsize provided that the employee is not at the breach of the employment agreement as well as in compliance with commitment, company will pay an employee current one month salary at the time of declaration of termination by the company.

Assurance

- I. The employee assures and affirms that the NDA agreement holds even after the termination of this employment agreement for the period of 2 years from the date of discontinuation of this employment.
- II. That the employee shall abide the NDA regulations, regarding this career pursuit and shall not breach the NON-COMPETENCE clauses.
- III. That the employee understands that the company has a right to pursue legal action both civil and criminal against the employee if any such breach is found on his part after the dissolution of this agreement.

LAW:

This agreement is governed by the laws of Pakistan.

Confidentiality

- I. All terms and conditions of this Agreement and any materials provided during the term of the Agreement must be kept confidential by the Employee, unless the disclosure is required pursuant to process of law.
- II. Disclosing or using this information for any purpose beyond the scope of this Agreement, or beyond the exceptions set forth above, is expressly forbidden without the prior consent of the Employer.

Intellectual Property

A handwritten signature in blue ink, appearing to read "Yousaf Hussain".

Hereby, the Employee agrees that any intellectual property provided to him/her by the Employer will remain the sole property of the Employer including, but not limited to, copyrights, patents, trade secret rights, and other intellectual property rights associated with any ideas, concepts, techniques, inventions, processes, works of authorship, Confidential Information or trade secrets.

Exclusivity

- I. The Parties agree that this Agreement is not an exclusive arrangement and that the Employer is entitled to enter into other similar agreements with other employees.
- II. However, the Employee is not entitled to enter into a similar agreement as long as he/she remains a party to this Agreement.

Limitation of Liability

In no event shall the Employer nor the Employee be individually liable for any damages for breach of duty by third parties, unless the Employer's or Employee's act or failure to act involves intentional misconduct, fraud, or a knowing violation of the law.

Severability

In an event where any provision of this Agreement is found to be void and unenforceable by a court of competent jurisdiction, then the remaining provisions will remain to be enforced in accordance with the Parties' intention.

Termination

- I. If the employee wants to leave the company before the completion of the agreement as stipulated and agreed upon, then he will be bound to pay PKR. 2 Million (20,00,000) to the company.
- II. The Company may terminate this agreement and the employee's employment at any time with a notice period of 30 days or payment in lieu of notice, for sufficient.

Miscellaneous

- I. (All Confidential Information and Confidential Materials are and shall remain the sole and exclusive property of Appedology Pvt. Ltd. By disclosing information to Employee, Appedology Pvt. Ltd. does not grant any express or implied rights to Employee.



- II. All obligations created by this Agreement shall survive change or termination of the parties' business relationship.
- III. Both parties acknowledge that they have read this Agreement, understand it, and agree to be bound by its terms and further agree that this Agreement is the complete and exclusive statement of the agreement between the parties with respect to the subject matter hereof.
- IV. In witness thereof, the parties hereto have executed this Agreement by their duly authorized representatives as of the date first set forth above.

Party 1

Name: HUNAIN SHAHZAD
Title: DATA ANALYST
Date: 20/06/22
42101-0707464-5

Party 2

Name: Fareeh Mehta
Title: Manager HR
Date: 20/06/22



A handwritten signature in blue ink, appearing to read 'Farrah Mehta', is placed within a dark, oval-shaped ink stamp.