

17th July 2022

Azruddin Khan
Bihar, India

Dear **Azruddin**,

Technical Services Contract

NES Global Talent are pleased to offer you a Technical Services Contract to provide Services in accordance with the following Assignment details. This Contract should be read in conjunction with the Terms.

PARTIES

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| Company | NES GLOBAL ARABIA COMPANY LIMITED , the NES Group company who has entered into contract with the Client and is incorporated in Saudi Arabia at registered address PO Box 2150, Dammam, 32224 Saudi Arabia. |
| Personnel | Azruddin Khan a non-Saudi National, with Passport No. Z3219160 , providing the Services to the Client as an independent contractor. |

ASSIGNMENT TERMS

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| Client | WS ATKINS & PARTNERS OVERSEAS ENGINEERING CONSULTANTS COMPANY with registered office address at Hamad Tower, King Fahd Branch Road, PO Box 56756, Riyadh 11564, Kingdom of Saudi Arabia . |
| Personnel Residency Address | City Motihari, State – Bihar, India |
| Services | provision of Electrical Inspector services for the Client on the Project. This shall include all technical activities, operations, tasks, duties, work and undertakings of Personnel required to perform such services. |
| Client Representative | Scott Flournoy and/or any other individual having authority to give instruction and/or authorise timesheets and/or expenses. |
| Point of Origin | means the nearest international airport in Bengaluru, India . |
| Location Country | Kingdom of Saudi Arabia . |
| Work Location | Saudi Arabia , the location (Umluj) designated by Client and/or Company where the Assignment shall be performed. |
| Estimated Commencement Date | the Assignment shall commence upon your first operational day on Client site, which is anticipated to be 24th August 2022 , or such other date as confirmed by the Client and agreed between the parties and subject to Visa processing. |
| Estimated Project Completion Date | this is a project-based Assignment. It is anticipated that the Services performed under this Technical Services Contract shall be completed by 23rd August 2023 or such other date as may be agreed from time to time between the parties as the date of completion of the Assignment based on the needs of the project. The parties hereby agree that other than as stated within Contractual Notice Terms Such Estimated Project Completion Date shall be the date of Automatic termination of this Assignment. Personnel's employment is specifically tied to the unique qualifications held by Personnel for this Assignment. It is understood that if the Company's contract to provide the Services for Client ends for any reason, Personnel will not be assigned to another role and Personnel's employment with the Company will come to an end. |
| Normal Hours of Work | the Personnel shall be required to work 48 hours per week, over 6 days as reasonably requested by the Client Representative and required for completion of the Assignment. Due to the nature of the role additional hours may be required from time-to-time to meet the demands of the Client's business. Personnel shall receive confirmation on working hours in the Mobilization Information. |

COMPENSATION

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| Base Rate | SAR 5,947.37 per month worked on Assignment |
| Transportation Allowance | SAR 694.74 per month worked on Assignment. |
| Accommodation Allowance | SAR 2,936.84 per month worked on Assignment. |

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| Gross Rate | SAR 9,578.95 per month worked on Assignment. |
| Rate, ("All-Inclusive Monthly Rate") | The gross monthly rate payable by the Company to the Personnel is made up of the sum of the Base Rate plus Allowances. All amounts payable to the Personnel under this Contract are confidential; and must be kept as such as such in accordance with the Terms hereunder. |
| Flight Allowance | SAR 225.26 per month worked on Assignment. Payment will only be made upon the approval of the Client and are at the Client's discretion. |
| Withholding Tax | |
| Tax | the Personnel shall be solely responsible for all taxes, including those due to the tax authorities of any country where the Personnel is deemed tax resident. |

CONTRACTUAL NOTICE TERMS

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| Probationary Period | the Personnel shall be subject to a Probationary Period which shall not exceed 90 days. This may be extended by a further 90 days at the discretion of the Company and as agreed between the parties in writing. During the Probationary Period the Company reserves the right to terminate this Technical Services Contract at any time without notice during the Probationary Period and Personnel must provide at least 7 days' notice. |
| Notice Period | following completion of the Probationary Period, either party may terminate this Technical Services Contract by giving 60 days' prior notice in writing. |
| Liquidated Damages | in the event of early termination or dismissal the maximum amount payable to the Personnel shall not exceed two month's Basic wage, in full and final compensation. |
| Leave | the Personnel shall be entitled to 26 working days annual leave in accordance with Saudi Labor Law |
| Work Record Procedure | the authorised record requesting payment must contain Personnel's name, period of time relevant to the timesheet, project name and associated charge codes, printed name of an authorised Client Representative and the signature of an authorised Client Representative. Authorised Records are to be submitted as per the payment schedule, via email at payroll.saudi@nesfircroft.com . Any specific procedures in respect of the authorised record shall be set out in the Mobilisation Information. |

LOCATION COUNTRY REQUIREMENTS

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| Medical Fitness to Work | <p>the Personnel shall ensure that he/she is medically and physically fit to carry out the duties to which he/she is assigned in respect of the work and, where required, shall provide to the Company a medical fitness for work certificate issued by a qualified medical practitioner prior to commencement of duties.</p> <p>Where requested by the Client, this Technical Services Contract shall be contingent upon the Personnel successfully undertaking and passing a medical fitness examination. Such tests shall be in full compliance with the Client's requirements and Personnel shall provide adequate documentation of their health condition from a professional medical practitioner/institution to demonstrate such compliance.</p> <p>Should the Personnel become aware of any changes to their health which could affect his/her ability to carry out the duties to which they are assigned, Personnel must inform the Company immediately. The Company and/or Client will not bear any responsibility for the Personnel's failure to comply with the above obligation of disclosure.</p> |
| Visas | the Company shall organise, administer and pay for securing from the government of the Location Country applicable immigration, work and travel permits/visas required by the Personnel to be able to perform the Assignment in the Location Country. The Personnel can only commence the Assignment from the day the appropriate permit/visa is effective. The Company does not accept responsibility for any loss, delays or non-issuance of any permits/visas whatsoever or howsoever caused. The Personnel is liable for any and all costs associated with the application for any family and/or dependents' permits/visas. The Personnel shall be responsible for ensuring he is in possession of a valid passport at all times. |
| Precedence | the Parties mutually agree that this Technical Services Contract sets out the prevailing terms and conditions which govern the performance of work of the Personnel in the Location Country during its assignment starting on the commencement date and the completion date. |
| Travel, Flights & Accommodation | all original documentation (including but not limited to original receipts and boarding pass coupons) in respect of any travel and accommodation provided by the Company or for |

expenses to be reimbursed by the Company or the Client shall be provided by the Personnel to the Company. Further information on authorised expenses is set out at Clause 4 of the Terms.

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| Accommodation | Bachelor accommodation and transportation will be provided close to or at the project site, as directed by the Client in KSA. |
| Medical Insurance | the Company shall arrange medical insurance on behalf of the Personnel for the duration of the Assignment. The Personnel shall receive a welcome email from the insurer setting out the level of cover, benefits and network when enrolment is complete. Company reserves the right to assess the market from time-to-time and make changes to the Policy. Any such changes shall be communicated to the Personnel. |

Each of the following terms collectively shall form the **Technical Services Contract**:-

- i. *Contract Offer Letter;*
- ii. *Appendix 1 to COL – Client Requirements; and*
- iii. *Terms and Conditions of Business.*

If you wish to accept this offer, which is made subject to the Company's Terms, please sign both copies of the Technical Services Contract and then return one copy to the Company and retain the second copy for your records. By signing this Contract Offer Letter you agree that this agreement constitutes the entire agreement between the parties and it supersedes all prior negotiations, representations and agreements, either oral or written, related to the subject matter hereof.

Yours sincerely
For NES Global Arabia Co. Ltd



DAVID CLIFTON
REGIONAL DIRECTOR

I agree and accept the Company's Terms of Business.

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| Print Name: | | | |
| Signed: | | Dated: | |

TO WHOM IT MAY CONCERN

Date: 25-Jul-2022

We hereby certify that **Mr. Azruddin Khan Maniruddin Khan** holding India Passport No. **Z3219160** had been working with us as **QA/QC Inspector** since **12 Feb 2019** until today. During his tenure of service we found him to be efficient, punctual and hard working. We wish all success for his future career.

For Trojan General Contracting L.L.C



HR Admin Manager
Iman Khalid Al Marzouqi

Cc: File : TR13609

August 17, 2021

Experience Certificate

To whom it may concern:

This is to certify that **Mr. Azruddin Khan Maniruddin Khan**, holding passport no: Z3219160, Indian Citizen, was working as **Electrical Engineer** in Al Awael Building Contracting Co. L.L.C. - (Dubai Branch) from 01/08/2017 to 14/01/2019. During his tenure with us, his services were found to be satisfactory in carrying out the job duties.

We wish him all the best in his future endeavours.

Rami Fahed Salah Aldin
HR Manager



Date: 20th July 2017

Experience Certificate

To whom it may concern:

This is to certify that **Mr. Azruddin Khan**, Indian citizen, was working As **Electrical Site Engineer** in Noor Al Dyaar Tech. Cont- Sharjah Branch from 04/08/2015 to 15/07/2017. During his Tenure with us, his services were found to be satisfactory in Carrying out the job duties.

We wish him all the best in his future endeavors.

Danish Raza

HR Manager

