

EMPLOYMENT CONTRACT
FOR FIXED TERM OF TWO (2) YEARS EMPLOYMENT

Employment Contract Details

Execution Date	06/05/2025
Company	Rhino Cricket Enterprises L.L.C-FZ
Company License Number	2415467.01
Company Registered Address	Meydan - Free Zone, The Meydan Hotel, Dubai, U.A.E.
Employee	Maqsood Shareef Azam Shareef
Employee Nationality	India
Employee Passport Number	T3930979
Employment Position	Business Manager and Private Acc
Basic Job Description	Business Manager and Private Acc
Start Date	06/05/2025
Probation Period	6 Months
Notice Periods	30 days
Working Days	Monday, Tuesday, Wednesday, Thursday, Friday
Working Hours	8 hours per working day
Leave Days	30 calendar days per annum

Salary Details

Basic Salary	AED - 5000
In which currency:	Arab Emirates Dirhams ('AED')
Accommodation Allowance	AED -
Transport Allowance	AED -
Meal Allowance	AED -
Other Allowance	AED -
Other Benefits	AED -
Total Remuneration	AED - 5000

THIS EMPLOYMENT CONTRACT is made and entered into on the Execution Date ("Employment Contract").

BY AND BETWEEN

(A) The Company, a company incorporated in Meydan - Free Zone under the Company License Number to operate in the Meydan - Free Zone whose registered office is located at the Company Registered Address;

AND

(B) The Employee, of Employee Nationality and holder of passport issued with the Employee Passport Number.

The Company and the Employee are collectively referred to as the "Parties" and individually as a "Party".

AGREED TERMS

1. DEFINITIONS

1.1 The definitions and rules of interpretation in this clause 1, the Employment Contract Details, and Salary Details apply in this Employment Contract.

"AED" means United Arab Emirates Dirhams;

"Authority" means the authority of Meydan City Corporation established in the Emirate of Dubai pursuant to Decree Number 5 of 2009 establishing the Meydan City Corporation;

"Free Zone" used interchangeably to mean Meydan City Corporation or Meydan - Free Zone;

"Competent Authority" means any UAE or Emirate of Dubai governmental, judicial or regulatory authority;

"Regulations" means the Regulatory Instruments promulgated by the Authority (which may be amended from time to time);

"Regulatory Instrument" means any law, regulation, rule, code, decree, decision, direction, notice, policies, procedures or by laws issued by the Authority or a Competent Authority;

"UAE" means the United Arab Emirates;

"UAE Labour Law" means (Federal Decree Law No. 33 of 2021) ("New Law"), Federal Law Number 8 of 1980, as amended, extended, or re-enacted from time to time and any ministerial orders, decrees, resolutions, directions, or regulations issued by the Ministry of Human Resources and Emiratisation ('MOHRE').

2. TERM OF APPOINTMENT

2.1 The Employee shall work for the Company in the employment position in the Free Zone for a fixed term of two (2) years commencing on the Start Date.

2.2 The Employee shall carry out duties and perform functions customarily performed by an employee of a similar designation, which include, but not limited to the Basic Job Description.

2.3 The continuation of the Employee's employment shall be subject to the successful completion of the Probation Period.

2.4 The Parties agree that any amendment to the terms of this Employment Contract must be mutually agreed upon in writing by the Parties.

2.5 The Company undertakes to notify the Authority of any change to the terms of employment in relation to the Employee's Employment Position, period of employment, Basic Salary, allowances, and other benefits.

2.6 After the end of the two (2) years fixed term contract, the Company may extend or renew the Employee's contract term. If the Employee continues in the Employment position after two (2) years, then it is deemed a continuation of the employment contract.

3. REMUNERATION

3.1 The Employee shall be paid the Basic Salary and any other applicable allowances and benefits as set out in the Salary Details, or as otherwise agreed between the Parties in accordance with clause 2.5 (“Total Remuneration”). The Total Remuneration shall be paid every month in arrears on or before the last Working Day of the calendar month.

3.2 As long as the Employee is employed by the Company, the Employee shall be entitled to receive private medical insurance subject to the Company’s private medical insurance scheme.

4 HOURS AND LEAVE

4.1 On each Working Day, the Employee shall work the Working Hours, with the exception of the Holy month of Ramadan, when the Employee’s working hours shall be reduced by two (2) hours.

4.2 The Employee shall be entitled to official public holidays announced for private sector companies in the UAE as observed by the Authority. The Employee shall be entitled to the total remuneration in respect of such public holidays.

4.3 The Employee’s annual leave entitlement shall be the leave days. The leave days excludes the official public holidays.

4.4 The Employee may be entitled at the discretion of the direct line manager for remote working, and/or flexible working arrangements, depending on the business requirements, and the Employee’s Employment Position.

5 TERMINATION

5.1 This Employment Contract may be terminated as follows

5.1.1 during or upon immediate expiry of the Probation Period by either Party, with 14 days’ notice period.

5.1.2 by mutual consent of the Parties, with 30 days’ notice, provided that the Employee’s consent is recorded in writing; or

5.1.3 by either party for a ‘legitimate reason’, provided that the termination notice is in writing and is issued in accordance with the notice period.

5.2 If either party fails to serve written notice upon the other party for the notice period in accordance with clause 5.3, or reduces the notice period, the terminating party shall pay the other Party a compensation in lieu of notice (“Notice Compensation”). Notice Compensation shall be equal to the Employee’s most recent total remuneration for the duration of the Notice Period or the reduction of the Notice Period.

5.3 The Company can terminate this Employment contract with immediate effect, without notice and without the obligation of the end of service benefits (other than in respect of amounts accrued as Total remuneration due at the date of termination) if the Employee commits any of the offences stipulated under the UAE Labour Law.

5.4 At the termination of the Employment contract, the Company shall pay the Employee end of service benefits calculated in accordance with the UAE Labour Law.

5.5 At the termination of this Employment Contract, the Company shall return any original certificates, diplomas or other original documents or possessions belonging to the Employee to him/her without unreasonable delay.

6 TRAVEL TICKETS

6.1 In circumstances where the Employee is recruited by the Company from outside of the UAE, the Company shall bear the cost of the Employee’s air ticket from the Employee’s point of origin to the

Emirate of Dubai, or such other airport in the UAE as mutually agreed between the parties in order for the Employee to commence employment.

6.2 If the Employee, whether recruited from outside of the UAE or within the UAE, upon termination of this Employment Contract does not take up subsequent employment elsewhere in the UAE, the Company shall bear the cost of the Employee's travel ticket to their place of origin.

6.3 In the event that this Employment Contract is terminated for reasons provided under Article 44 of the UAE Labour Law, the Employee shall pay for their own repatriation expenses.

7. DEATH AND BURIAL

7.1 In the event of the Employee's death during the period of employment with the Company, the Company shall:

7.1.1 bear the cost of transporting the Employee's body and personal luggage to their home country as soon as reasonably practicable following the release of the body by the relevant authorities for repatriation and burial; and

7.1.2 provide the Employee's appointed beneficiaries with the Employee's accruals, in accordance with the UAE Labour Law.

8. EMPLOYMENT CONTRACT ATTESTATION AND ENTIRE AGREEMENT

8.1 This Employment Contract supersedes any oral or written representations or agreements entered into prior to the Start Date.

8.2 This Employment Contract shall be executed in three (3) original copies, signed and stamped by the Parties. Each Party shall keep one executed copy of this Employment Contract, and the Authority shall keep one executed copy of this Employment Contract.

9. GOVERNING LAW AND DISPUTE RESOLUTION

9.1 This Employment Contract and any dispute or claim arising out of or in connection with it or its subject matter or formation shall be governed by and construed in accordance with UAE Federal Law insofar as it applies, including the UAE Labour Law; any relevant laws of UAE; and the regulations.

9.2 Any dispute or claim arising out of or in connection with this Employment Contract or breach thereof shall first be settled through good-faith negotiation between the Parties.

9.3 In the case where a dispute or claim cannot be settled by good-faith negotiation between the parties, the Parties irrevocably agree that it shall apply to the Authority for a written referral notice to be delivered to the Competent Authority.

Signed by and on behalf of the Company

Signed by the Employee



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Issued under the Meydan - Free Zone regulations. This is an approved electronic document, issued without signature. To verify this document kindly scan the QR code.

م إصدار هذه الوثيقة طبقاً لقوانين ميدان - المنطقة الحرة. وثيقة معتمدة وموافق عليها إلكترونياً دون الحاجة ألي توقيع. للتحقق من صحة هذه الوثيقة يرجى مسح رمز الاستجابة السريعة.