

## TERMINATION AND FINAL SETTLEMENT LETTER

This Termination and Final Settlement Letter (the “Letter”) is made on **31/03/2026** by and between:

**Abtal Alghasil Establishment** (the “Company”), National Number: **7051407745**, Release Date: **30/08/2025**, Entity Type: **Establishment**, Address: **JESA6690 Ibn Adees As Salamah**, City: **Jeddah**, Country: **Saudi Arabia**; and  
**Abdelrahman Khaled Fouad Mohamed** (the “Employee”), ID: **30306190101718**, Address: **14 el-wehda el-arabya st- ezbat el-nakhl- elmaterya**, City: **Cairo**, Zip: **11761**, Country: **Egypt**, Phone: **+201148687285**, Email: **abdelrahman.khaled1086@gmail.com**.  
The Company and Employee are each a “Party” and together the “Parties.”

### 1) Termination of employment

The Parties confirm that the Employee’s employment with the Company shall terminate effective **31/03/2026** (the “Termination Date”). The Parties further confirm that the employment relationship is ending on peaceful terms, with mutual understanding, mutual respect, and good will.

### 2) Final settlement status

The Employee acknowledges and confirms that, as of the date of signing this Letter, the Company has paid and settled all salary, compensation, dues, and amounts owed to the Employee arising out of the employment relationship, **except only** for the following remaining amount:

- the Employee’s **final one month salary**; and
- an **end-of-service bonus equal to 10% of the Employee’s monthly cash salary**.

The Parties agree that the above remaining amount shall be transferred to the Employee through **Western Union** after the Employee signs this Letter.

Upon receipt of such final amount, the Employee confirms that all rights, dues, compensation, benefits, and financial entitlements arising out of or relating to the employment relationship shall be considered fully and finally settled, and that the Employee shall have no further financial claim of any kind against the Company.

### 3) No misuse or harm to the Company

The Employee agrees and undertakes that, following the Termination Date, the Employee shall not, directly or indirectly, use, copy, retain, disclose, damage, interfere with, misuse, or attempt to misuse any Company asset, property, material, information, or right in any way or form.

This includes, without limitation:

- the Company’s technical property, source code, systems, infrastructure, credentials, data, documents, software, designs, and know-how;
- the Company’s confidential information, business information, trade secrets, and proprietary materials;
- the Company’s reputation, goodwill, commercial standing, relationships, and public image; and
- any other tangible or intangible Company asset or interest of any kind.

The Employee further agrees not to take any action intended to harm the Company in any manner whatsoever, whether technically, commercially, reputationally, or otherwise.

#### **4) Continuing confidentiality and IP protection**

The Employee acknowledges and agrees that all confidentiality, non-use, intellectual property protection, work product ownership, and related obligations owed to the Company during employment shall continue in full force and effect after the Termination Date.

Without limiting the foregoing, the Employee shall not disclose, exploit, reproduce, transfer, reverse engineer, publish, distribute, or make any use of the Company's confidential information, source code, product logic, internal systems, business methods, customer information, supplier information, operational know-how, or any other intellectual property or proprietary information belonging to the Company.

The Employee further confirms that all work product, inventions, improvements, materials, software, documentation, designs, developments, and other outputs created, contributed to, or handled by the Employee in connection with the employment relationship belong exclusively to the Company to the maximum extent permitted by law.

#### **5) Non-disparagement**

The Employee agrees that the Employee shall not, directly or indirectly, make, publish, communicate, or circulate any false, misleading, harmful, defamatory, or disparaging statement, comment, or representation regarding the Company, its business, founders, management, employees, contractors, products, services, operations, or reputation, whether verbally, in writing, electronically, online, on social media, or through any other medium.

Nothing in this Section permits the Employee to disclose confidential information or proprietary information of the Company under any circumstances except where required by applicable law.

#### **6) Return and deletion of Company property and access**

The Employee confirms that, on or before signing this Letter, the Employee has returned, or shall immediately return, all Company property, materials, documents, records, data, equipment, credentials, access means, and other items in the Employee's possession, custody, or control.

This includes, without limitation, all passwords, access credentials, repositories, source code, servers, hosting access, dashboards, databases, APIs, tokens, cloud access, files, documents, communications, devices, storage media, backups, and copies in any form.

The Employee further confirms that the Employee has not retained and shall not retain any copy, excerpt, backup, export, screenshot, download, or reproduction of any Company property, confidential information, or technical material, except with the Company's prior written approval.

#### **7) Full release and waiver of claims**

Subject to the Employee's receipt of the final payment described in Section 2, the Employee hereby fully, finally, irrevocably, and unconditionally releases, waives, and discharges the Company, its owners, managers, officers, employees, agents, affiliates, successors, and assigns from any and all claims, demands, actions, causes of action, liabilities, obligations, damages, dues, compensation, entitlements, costs, or disputes of any nature whatsoever, whether known or unknown, suspected or unsuspected, fixed or contingent, arising out of or relating to the Employee's recruitment, engagement, employment, compensation, benefits, duties, termination, or any other matter connected to the employment relationship up to the date of this Letter.

The Employee acknowledges that, after receipt of the final payment described in Section 2, the Employee shall have no further claim, complaint, or demand of any kind against the Company arising out of or related to the employment relationship or its termination.

#### **8) No admission of liability**

This Letter is entered into as an amicable and voluntary settlement of the employment relationship and its closure. Nothing in this Letter shall be construed as or deemed to be an admission by the Company of any fault, liability, wrongdoing, breach, or legal obligation of any kind.

### 9) Voluntary execution

The Employee acknowledges and confirms that the Employee has read this Letter carefully, understands its contents, understands its legal effect, and signs it voluntarily, knowingly, and without coercion, duress, or undue influence.

### 10) Entire agreement

This Letter constitutes the full and entire agreement between the Parties with respect to the termination of the employment relationship, final settlement, and related post-termination obligations described herein, and supersedes any prior oral or written discussions, understandings, statements, or arrangements relating to such matters.

### 11) Language

This Letter has been drafted, negotiated, reviewed, agreed, and executed in the **English language**. The Employee acknowledges and agrees that the use of the English language was expressly accepted by the Parties, was understood by the Employee, and shall not be challenged, used against the validity, enforceability, interpretation, or effect of this Letter in any way or form.

The Employee further confirms that the Employee fully understands the English language to the extent necessary to read, understand, and sign this Letter, and that the Employee has entered into this Letter voluntarily with full understanding of its contents and legal effect.

### 12) Governing law

This Letter shall be governed by and construed in accordance with the laws of the Kingdom of Saudi Arabia. To the extent enforcement, recognition, or protective effect is sought in other jurisdictions, the Parties further acknowledge and intend that this Letter may also be relied upon and given effect under the applicable laws of **Egypt** and the **United States**, to the maximum extent permitted by law.

---

### Signatures

#### COMPANY (Authorized Signatory)

Name: Nezar Bakhsh

Title: CEO

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

#### EMPLOYEE

Name: Abdelrahman Khaled Fouad Mohamed

Signature: abdelrahman khaled fouad

Date: 4/12/2026