



UNPAID LEAVE AGREEMENT

Supplemental to Employment Agreement

This Unpaid Leave Agreement (“Agreement”) is made and entered into in March 2026, by and between: **SCALINI RESTAURANT LLC**, a company incorporated under the UAE Labor laws with Commercial License number 789404 (“Employer”), and _____ holding the position of a _____ with the Employer (“Employee”).

This Agreement is supplemental to the Employment Agreement initially entered into between the Parties. Except as expressly modified herein, all terms and conditions of the Employment Agreement shall remain in full force and effect. The Employer and Employee are collectively referred to as the “Parties.”

1. Purpose

This Agreement sets out the mutual understanding between the Parties regarding the Employee’s temporary unpaid leave. It outlines the terms and conditions that will govern the Employee’s status, rights, and obligations during this period, and is intended to supplement, not replace, the existing Employment Contract.

2. Unpaid Leave Period

2.1 The Employee agrees to take a period of unpaid leave from:

Start Date: _____ 17.02.2026

End Date: _____ 25.08.2026

2.2 During this period, the Employee shall not be entitled to receive any salary, allowances, or other remuneration except as otherwise provided herein.

2.3 Any modification to the leave period, including extension or early resumption of duties, shall require the prior written consent of both Parties.

3. Preservation of Employment Relationship

This unpaid leave shall not constitute a termination or suspension of the Employee’s employment. The employment relationship shall remain valid, and the Employee shall remain subject to the Employer’s policies and the UAE Labor laws during the leave period.



4. End-of-Service Gratuity & Accruals

The period of unpaid leave will not be counted toward the calculation of end-of-service gratuity and shall not accrue annual leave, sick leave, or any other time-based entitlements, unless otherwise required by law or agreed in writing.

5. Benefits & Visa Sponsorship

5.1. The Employer shall maintain the Employee's health insurance coverage during the unpaid leave period.

5.2. The Employer shall continue to sponsor the Employee's residency visa during the unpaid leave period, subject to UAE immigration rules.

6. Mutual Consent

This Agreement is made voluntarily by mutual consent. Both Parties confirm that they understand and agree to its terms.

7. Governing Law

This Agreement shall be governed by and construed in accordance with the UAE Labor Law.

IN WITNESS WHEREOF, the Parties have executed this Agreement on the date first above written.

For the Employee:

Name: _____

Title: _____

Signature: _____

Date: _____

For the Employer:

Name: Bojana Kostic

Title: Global HR Director

A handwritten signature in blue ink that reads "Bojana Kostic".

Signature:

Date: March 2026