



UAB "SMART STEEL INDUSTRY"
COMPANY CODE: 303381068
ADDRESS: VANAGŲ G. 7-2, GELEŽIŲ KAIMAS, ŽUJŪNŲ
SENIŪNIJA, VILNIAUS R. SAV., LT-14168, LIETUVA
MOBILE PHONE: +37060811849, +4550114125
EMAIL: GOLDIKAFEMIDA@GMAIL.COM

EMPLOYMENT AGREEMENT No. 432/12

Vilnius, Republic of Lithuania

2026.05.18

1. PARTIES OF THE AGREEMENT

Employer:

UAB "SMART STEEL INDUSTRY"

Company Code: 303381068

Address: Vanagų g. 7-2, Geležių kaimas, Žujūnų seniūnija, Vilniaus r. sav., LT-14168, Lithuania

Phone: +37060811849

E-mail: goldikafemida@gmail.com

represented by the Director ***Kiryl Tarasenka***, acting on the basis of the Company Statute, hereinafter referred to as the "Employer",

and

Employee:

First Name:

Surname: MUHAMMAD SHAN

Country: KHAN

Passport Number: Islamic Republic of Pakistan

Date of Birth: JB4145612
1994.10.30

hereinafter referred to as the "Employee",

jointly referred to as the "Parties".

2. SUBJECT OF THE AGREEMENT

2.1. The Employer hires the Employee for the position of:

PACKAGING OPERATOR

2.2. The Employee agrees to perform duties related to packaging and preparation of goods for storage and transportation, including:

- packing products according to company standards;
- labeling and sorting goods;
- quality control of packaged products;
- preparing goods for shipment;
- maintaining cleanliness and order at the workplace.

2.3. The work may be performed in warehouses, production facilities, or logistics centers of the Employer or its partners.

2.4. The Employee is employed on the basis of a valid work visa and/or **Temporary Residence Permit (TRP)** granting the right to work in the Republic of Lithuania.

2.5. This Employment Agreement is concluded for the purpose of obtaining a Temporary Residence Permit (TRP) in the Republic of Lithuania on the basis of employment. The Employer undertakes to act as the hosting company and to submit the necessary documents via the MIGRIS system in accordance with Lithuanian migration requirements.

3. TERM OF THE AGREEMENT

3.1. Employment start date: **2026.06.15**

3.2. Employment end date: **2028.06.15**

3.3. The Employee may commence work only after obtaining all necessary permits required for legal stay and employment in the Republic of Lithuania.

3.4. The duration of this Agreement corresponds to the intended validity period of the Temporary Residence Permit issued to the Employee.

4. WORKING HOURS

4.1. The normal working time shall be 40 hours per week.

4.2. Work may be organized on a shift basis, including day shifts, night shifts, weekends, and public holidays, in accordance with Lithuanian labor legislation.

4.3. The specific work schedule shall be determined by the Employer.

5. SALARY

5.1. The Employee shall receive a salary of:
2400 EUR gross per month

5.2. Salary payments shall be made monthly by bank transfer.

5.3. Taxes and mandatory social contributions shall be deducted in accordance with the laws of the Republic of Lithuania.

5.4. Additional payments may be provided for night shifts, overtime work, and work on public holidays.

6. EMPLOYEE OBLIGATIONS

The Employee undertakes to:

- properly perform packaging and handling tasks;
- follow production and safety instructions;
- comply with occupational health and safety regulations;
- maintain discipline and internal company rules;
- ensure proper handling of goods and materials;
- maintain valid documents required for legal residence and employment in Lithuania.

7. EMPLOYER OBLIGATIONS

The Employer undertakes to:

- provide work in accordance with this Agreement;
- pay salary on time;
- ensure safe working conditions;
- comply with the labor laws of the Republic of Lithuania;
- provide documents necessary for the employment and TRP application process.

8. ACCOMMODATION AND SOCIAL CONDITIONS

8.1. The Employer may assist the Employee in finding accommodation in Lithuania.

8.2. Expenses related to accommodation, food, transportation, and medical insurance shall be borne by the Employee unless otherwise agreed separately.

9. TERMINATION OF THE AGREEMENT

9.1. This Agreement may be terminated on the grounds provided by the laws of the Republic of Lithuania.

9.2. The Employer has the right to terminate the Agreement in case of:

- loss of the Employee's legal right to stay or work in Lithuania;
- violation of labor discipline;
- improper performance of duties;
- submission of false or invalid documents.

9.3. The Employee must notify the Employer in writing at least 20 calendar days prior to resignation unless otherwise provided by law.

10. FINAL PROVISIONS

10.1. This Agreement is executed in two copies having equal legal force, one for each Party.

10.2. Any matters not regulated by this Agreement shall be governed by the laws of the Republic of Lithuania.

11. PURPOSE OF RESIDENCE PERMIT

11.1. This Agreement serves as the legal basis for the Employee to apply for a Temporary Residence Permit in the Republic of Lithuania for employment purposes.

11.2. The Employer confirms a genuine intention to employ the Employee for the full duration of the Agreement.

11.3. The Employee confirms the intention to reside and work in Lithuania in accordance with the issued residence permit.

12. DETAILS AND SIGNATURES OF THE PARTIES

Employer

UAB "SMART STEEL INDUSTRY"

Company Code: 303381008

Vanagų g. 7-2, Selezijų kaimas, Žurūnų seniūnija, Vilniaus r. sav., LT-14168, Lithuania

Director:

Kiryl Tarasenko

Signature: _____



Employee

MUHAMMAD SHAN KHAN

Signature: _____

A handwritten signature in black ink, appearing to be "MSK", written over a horizontal line.

KVIETIMAS ATVYKTI Į DARBĄ / INVITATION FOR EMPLOYMENT

2026.05.18

DARBDAVYS / EMPLOYER

UAB "SMART STEEL INDUSTRY"

Įmonės kodas: 303381068, Adresas: Vanagų g. 7-2, Geležių kaimas, Žūjūnų seniūnija,
Vilniaus r. sav., LT-14168, Lithuania

DARBDAVIO ATSTOVAS / REPRESENTATIVE OF EMPLOYER

Direktorius / Director: Kiryl Tarasenka

Tel.: +37060811849

El. paštas: goldikafemida@gmail.com

DARBUOTOJAS / EMPLOYEE

First Name: MUHAMMAD SHAN
Surname: KHAN
Country: Islamic Republic of Pakistan
Passport Number: JB4145612
Date of Birth: 1994.10.30

PAREIGOS / POSITION AT COMPANY

Packaging Operator

ATLYGINIMAS / SALARY (monthly)

2400 EUR (gross)

DARBO LAIKOTARPIS / EMPLOYMENT PERIOD

Nuo 2026.06.15 iki 2028.06.15

PAPILDOMA INFORMACIJA / ADDITIONAL INFORMATION

Šis kvietimas išduodamas siekiant įdarbinti užsienio pilietį Lietuvos Respublikoje ir yra pagrindas pateikti prašymą dėl laikino leidimo gyventi (Temporary Residence Permit – TRP) per MIGRIS sistemą.

Darbdavys patvirtina, kad:

- darbuotojas bus oficialiai įdarbintas pagal Lietuvos Respublikos teisės aktus;
- darbo santykiai yra realūs ir atitinka rinkos sąlygas;
- darbdavys pateiks visus reikalingus dokumentus TRP gavimui;
- darbuotojas dirbs visą sutarties laikotarpį.

UAB "SMART STEEL INDUSTRY"
Direktorius / Director
Kiryl Tarasenka



ISIPAREIGOJIMAS / COMMITMENT

2026.05.18

The inviting company UAB "SMART STEEL INDUSTRY", company code 303381068, undertakes to ensure that the foreigner

First Name: MUHAMMAD SHAN
Surname: KHAN
Country: Islamic Republic of Pakistan
Passport Number: JB4145612
Date of Birth: 1994.10.30

will comply with all legal requirements of the Republic of Lithuania.

The company undertakes, if necessary, to cover all costs related to these obligations.

The company appoints a responsible person – Director Kiryl Tarasenka, who will be responsible for coordinating the arrival, reception in the Republic of Lithuania, and general supervision during the period of stay.

Contact details:

Phone: +37060811849

Email: goldikafemida@gmail.com

Accommodation will be provided or arranged for the foreigner in the Republic of Lithuania.

This commitment is submitted as a supporting document for the application for a Temporary Residence Permit (TRP) in Lithuania via the MIGRIS system.

UAB "SMART STEEL INDUSTRY"
Direktorius / Director
Kiryl Tarasenka

