



PRIVATE & CONFIDENTIAL

Esco Micro Pte Ltd | 21 Changi South Street 1 Singapore 486 777 | Tel: +65 6542 0833 | Fax: +65 6542 6920 | Website: www.escoglobal.com

Date:

28th May 2021

Dear Soh Jit Kheng:

OFFER OF APPOINTMENT

We are pleased to offer you the full-time position of System Engineer with Esco Micro Pte Ltd (hereinafter referred to as the "**Company**") contingent upon a background check clearance, reference check, and satisfactory proof of your right to work in Singapore. You agree to assist as needed and to complete any documentation at the Company's request to meet these conditions.

You shall report to any persons as directed by the hiring person in charge. You will work at 21 Changi South Street 1, Singapore (486777), or at such other location or locations as the Company may from time to time direct.

Your employment shall commence on 8th June 2021 (the "**Commencement Date**"). The first 90 calendar days from the Commencement Date shall constitute a probationary period ("**Probation Period**").

Outlined hereunder are the terms and conditions of your employment, hereinafter referred to as the "**Agreement**".

"**Group Company**" shall refer to any person, firm, corporation, company or organization which is an affiliate of the Company or which, directly or indirectly, controls, is controlled by or is under common control with, the Company. The Company, and all Group Companies shall be collectively referred to as the "**Group**".

Your salary for your employment by the Company, including all efforts undertaken for the Company or the Parent Company will be a monthly payment of [REDACTED] for each of the 12 calendar months of each year with 1 additional monthly salary (AWS) at the end of each calendar year (pro-rated for the first year). You shall also be entitled to bonuses based on the bonus plan approved by the board.

This will be reviewed annually according to the Company's annual review exercise. All amounts payable to you will be subject to all deductions and/or contributions which the Company may be entitled or required to deduct by virtue of any law for the time being in force in Singapore. You will continue to be responsible for all other taxes or other payments required by virtue of any law for the time being in force in Singapore.

If you are a citizen or permanent resident of Singapore, the Company will make the prescribed

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contributions to the Central Provident Fund in your respect in accordance with applicable law. You will also be required to make mandatory contribution to your Central Provident Fund, subject to the CPF Act.

Please refer to **Appendix A** for the rest of the details of this employment agreement

This letter agreement shall be governed by, and construed in accordance with, the laws of the Republic of Singapore and the parties hereby submit to the non-exclusive jurisdiction of the courts of Singapore.

We would appreciate your signing and returning the duplicate copy of this letter to signify your formal acceptance of the appointment and the terms and conditions of your employment.

We warmly welcome you to Esco Micro Pte Ltd and wish for a long and mutually rewarding relationship.

Yours sincerely,



L. Y. Lim
Director
Esco Micro Pte Ltd

In witness whereof, the parties hereto have executed this Employment Agreement as of the date first set forth above:

COMPANY:
Esco Micro Pte Ltd

EMPLOYEE:



By: _____
Name: Fardiana Abdul Rashid
Designation: HR Executive



Name: Soh Jit Kheng
NRIC: S75395414