

ShipsFocus Services Pte. Ltd.

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20 October 2021

Terence De Souza Ca-Leon

Block 430, #05-272
Jurong West Avenue 1
Singapore 640430

Dear Terence,

OFFER OF EMPLOYMENT

1. We are pleased to offer you employment with **ShipsFocus Services Pte. Ltd.** ("the Company").

2. The terms of this offer of employment are as follows:

2.1. Appointment

2.1.1. Your appointment is as follows:

Job Title: Innovation & Project Manager (Corporate & Finance)

2.1.2. You shall be offered on full-time permanent Contract Terms, effective from the day you report for duty.

2.1.3 Your initial Job Description is as per Appendix III, as attached.

2.2 Date of Commencement

2.2.1 Your employment shall, if the conditions precedent in the Company's Terms and Conditions of Employment referred to in Clause 2.9 below are satisfied, commence on **1 November 2021**.

2.2.2 If you are not a citizen or permanent resident of Singapore, the date of commencement of your employment is subject to the approval of your work pass from the Controller of Immigration.

2.3 Probation Period

2.3.1 You will undergo a Probation Period of **three (3) months** with effect from the date of commencement and subject to meeting the KPIs listed in Appendix III. The Company may extend the probation period if deemed necessary.

2.3.2 Your confirmation is subject to a satisfactory job performance appraisal during your probation period. You shall then be advised of your confirmation in writing.

