FAIR MART

21 April 2022

Dear Isabella,

Thank you for your recent application to the position of **Business Development Manager.** Based on your skills and experience, we wish to offer you employment with Fairmart Technologies (the “Company”) in accordance with the terms and conditions set out in this letter.

1. **Position**: Your employment will be in the position of **Business Development Manager**

2. **Remuneration**: Your on target earnings (OTE)[redacted]nnum, with a pay mix of [redacted]ariable. Base salary and variable compensation will be payable on a monthly basis. All figures are inclusive of employee CPF contributions.

3. **ESOP Participation:** The Company will offer an Employee Share Option Program starting in the new year. As part of your compensation package, you will be granted options valued at S$8,098 at the current strike price, with a 4 year vesting period and 1 year cliff.

4. **Performance Reviews:** The company conducts quarterly and annual performance reviews for all employees, where position, remuneration, and ESOP participation are evaluated in relation to your performance.

5. **Business Expenses:** mobile, transport, and entertainment expenses are to be borne by the Company and reimbursed on a monthly basis.

6. **Annual Leave:** As an employee of the Company, you are entitled to 10 days paid annual leave. A maximum of 5 days annual leave may be carried over from one year to the next.

Please do not hesitate to contact us should you require any further information regarding the proposed terms of your employment. We appreciate your interest in Fairmart and hope that you will join us on our growth journey!

Sincerely,

Jan Gasparic

Co-Founder & CEO