

StartupX Pte Ltd
79 Ayer Rajah Crescent
#04-07, LaunchPad @ one-north
Singapore 139955



13/5/2022

Benjamin Tang Zhi Qian

NRIC: S9719861F

Dear Benjamin,

Further to our discussions, I am pleased to offer you employment with StartupX Pte Ltd, commencing on a mutually agreed date, on the following terms:

1. **Position:** Your initial position with StartupX Pte Ltd will be as Programme Associate. StartupX Pte Ltd can assign you to any position commensurate with your skills and qualifications as may be agreed from time to time. StartupX Pte Ltd will consult with you about any significant changes to your position.
2. **Remuneration:** StartupX Pte Ltd offers you a monthly base salary of **\$3300**. The annual remuneration is based on Twelve (12) months, which is in accordance with the Company's compensation policy. Upon confirmation, you will also be able to claim benefits of **\$500** per year to defray any health insurance or medical costs.

Performance bonus will be declared based on the profitability of the company and performance of the individual employee once a year, typically with a target of **0.5 months - 2 months per year**. For staff that have served the company for less than twelve (12) months, bonuses declared (if any) will be pro-rated.

You will be responsible for the full amount of personal income tax due and payable as a result of your employment with the Company.

3. **CPF Contribution:** CPF contributions will be made by both you and the Company where applicable, in accordance with the CPF Act.
4. **Payment:** Your salary will be paid monthly into your nominated bank account by the 7th of the following month i.e. salary for March shall be credited by the 7th of April, and pro rata for any part of a month. We ask you to maintain the confidentiality of this salary.
5. **Working Hours:** Standard working hours at StartupX Pte Ltd are 9:00 a.m. to 6:00 p.m. with an hour for lunch, totaling 40 hours per week. These hours may be altered or reviewed by StartupX Pte Ltd according to our business needs, and you should be

prepared to work any such additional hours necessary to achieve your objectives without additional compensation or overtime.

6. **Annual Leave & Other Benefits:** You will be entitled to 14 days' annual leave and certain other benefits in accordance with StartupX Pte Ltd policies as amended from time to time.
7. **Sick leave:** Upon confirmation, you will be granted 14 days of medical leave or 60 days for hospitalisation less the number of days of medical leave taken for that particular year. You are expected to inform your reporting Manager as early as possible in the event that you are unwell. Employees who served under 6 months will receive pro-rated paid medical leave.
8. **Probation and Termination:** Your employment with StartupX is subject to a probation period of three (3) months. During the probationary period, StartupX or you may elect to terminate employment on payment of the equivalent of one week's wages in lieu of notice. Upon confirmation you will become a permanent employee of StartupX at the end of this period.

Your permanent employment may be terminated by you or StartupX for any reason on providing one month's notice in writing (or payment of salary in lieu of notice). Subject to the conditions set out in this contract, you may be terminated with immediate effect and without payment of any compensation, if:

- A. you are guilty of misconduct, neglect or breach of any of the terms and conditions of your employment and/or have committed any act of criminal breach or trust or dishonesty or any other act which is prejudicial to the Company's interest;
 - B. you are not compliant with any laws or government regulations of Singapore, Company's policies & procedures due to ill intent or negligence.
9. **Non-Disclosure Agreement:** Attached is a Non-Disclosure Agreement. This document sets out a number of conditions of employment with StartupX Pte Ltd, including conditions as to the use by you of confidential and proprietary information, and ownership and use of intellectual property. Compliance with the Non-Disclosure Agreement is a fundamental term of your employment. Our offer of employment is conditional on your acceptance of the terms and conditions set out both in this letter and in the Non-Disclosure Agreement.
 10. **Entire Agreement:** Please note that this letter of offer once accepted by you constitutes your contract of employment with StartupX Pte Ltd.
 11. **Governing Law:** Your employment and this letter of offer are governed by the laws of Singapore, and you agree to submit to the non-exclusive jurisdiction of the courts of Singapore.
 12. **Confidentiality:** The terms of this offer are confidential and you are expected at all times to maintain that confidentiality. You shall not use confidential information and documents for any purpose other than for the performance of your role and responsibilities.
 13. **Provision:** StartupX Pte Ltd reserves the right to revise the above mentioned benefits and conditions. Circulars regarding changes to these and/or other conditions may be issued from time to time.

14. **Acceptance:** Please indicate your acceptance of this offer on the terms of this letter by signing and returning within 5 working days, after which time this offer expires.

We look forward to welcoming you on board for an exciting opportunity to learn and grow with us.

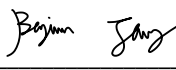
Yours sincerely,



Raymond Doraisamy
Chief Operating Officer

Offer Acceptance

I, Benjamin Tang Zhi Qian S9719861F (Full Name & NRIC) accept the above offer of employment and will commence employment on 17 May 2022 (start date)

Signature: 

Dated: 14 May 2022