



Shell Eastern Petroleum (Pte) Ltd

The Metropolis Tower 1
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Singapore 138588
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Main Line: +65 6384 8000

CONFIDENTIAL

15 March 2023

Jonah Ken Tan Choun Kheng
70 Bayshore Road #01-05
Singapore
469980

Dear Jonah Ken

EMPLOYMENT AGREEMENT

Shell Eastern Petroleum (Pte) Ltd (the “Company”) is pleased to offer you the position of Asia E-mobility Business Development Mgr in Downstream, as a member of our regional senior staff. The terms and conditions of the offer are set out in this Employment Agreement (which includes all accompanying schedules and appendices) (this “Agreement”).

Commencement of Your Employment

Your employment will commence on the employment start date (“Employment Start Date”) set out in the Schedule and will continue until terminated in accordance with the terms of this Agreement.

Our offer is subject to the following terms being satisfied:

- (i) if you are not a Singapore citizen or Singapore Permanent Resident, you being issued a valid work pass (a “Work Pass”) by the relevant authorities in Singapore;
- (ii) you providing satisfactory proof of your academic qualifications;
- (iii) the Company obtaining satisfactory references from your nominated referees;
- (iv) you obtaining satisfactory security, background and medical clearances;
- (v) you acquiring all applicable certifications, licences and permits to enable you to perform your duties; and
- (vi) any other necessary clearance that the Company may conduct and evaluate at its sole discretion.

Position

You will be initially employed in the position and at the salary group as set out in the Schedule but as a condition of your employment, the Company may at any time transfer you to another business, function and/or worksite within the Company or any of the Shell Group of Companies in Singapore or elsewhere. The main duties and responsibilities of your initial position are also set out in Appendix A. You will be required to perform your duties at the place of work as set out in the Schedule, or elsewhere as may be directed by the Company. Except where this Agreement expressly provides otherwise or unless otherwise agreed in writing between the Company and you, the terms and conditions set out herein shall apply to your initial position and all subsequent positions you may hold with the Company.

Accredited Service

Your past service with Zeco Systems Pte. Ltd. (Accredited Service”) will be recognised for the calculation of leave entitlement and long service award (subject to the prevailing policies of the Company), and the equated date for this purpose will be 03 December 2019 (“Accredited Service Start Date”).