

08 February 2022

Dear HEO YUB:

On behalf of Eureka Robotics Pte. Ltd. (the "Company"), it is my pleasure to extend to you this offer of employment. This letter summarizes the terms of your employment with the Company, should you accept our offer.

1. Employment

You are scheduled to begin your employment with the Company on or around **11 July 2022** (the "Commencement Date"). You will have the title of **Robotics Engineer**. You agree to undertake the duties and responsibilities inherent in your position, as well as other duties and responsibilities not inconsistent with your positions, as the Company may reasonably assign from time to time.

Working days will be 5 days a week (Monday to Friday). The normal working hours will be from 9am to 5pm with 1 hour lunch break.

Either party can terminate this agreement with 1 month written notice or by paying salary in lieu of notice for the relevant period. This is the full and complete agreement between you and the Company on this term, and neither this letter nor any of its terms creates an obligation on the part of the Company, either expressed or implied, to employ you for a specific term.

2. Compensation

Your initial fixed monthly salary will be **S\$4,500** (see Table I for details), which will be payable in accordance with the Company's normal payroll practices as established or modified from time to time. This salary is based on full-time (100%) employment. With the written consent of the Company, you may provide services on a reduced-hour basis, in which case your salary will be proportionately reduced.

Table I. Compensation details.

Item	Amount (S\$)
Basic Monthly Salary	4,500
Additional Sum	N.A
Fixed Monthly Salary = Basic Monthly Salary + Additional Sum	4,500
Employee contribution to CPF (20%)	900

Employer contribution to CPF (17%)	765
Take home salary = Fixed Monthly Salary – Employee CPF	3,600

The Company may decide to pay you an individual performance bonus. Such payments are not contractual obligations and the Company may, in its sole and absolute discretion, reserve the right to vary or withdraw them at any time.

In addition, you will receive an equity award for **500** options in the Company, Eureka Robotics Pte. Ltd. The options will vest as follows: 25% will vest on your first anniversary with the Company (1 year after starting). The remainder of shares will vest monthly at the rate of 2.083% over the following three years. The exercise price will be established by the Board at the first Board meeting after you join the Company.

All cash compensation is subject to reduction to reflect applicable withholding and payroll taxes. You should consult with your own tax advisor to determine the tax consequences to you of this employment letter, including your equity award.

3. Benefits

The following are your benefits subject to the policies and terms and conditions of the Schemes. The Company may from time to time modify or amend the Schemes and will endeavour to inform the relevant parties of such modifications or amendments:

- (a) Paid annual leave of fifteen (14) days. Your annual leave in respect of an incomplete month and/or year of employment will be prorated. However, you will have to refund the leave pay of any leave taken if you leave the Company before completing three (3) months of service.
- (b) The Company will provide you with medical insurance.
- (c) Paid medical leave of not more than sixty (60) days per calendar year (including hospitalisation and outpatient medical leave provided that the outpatient medical leave shall not exceed fourteen (14) days per calendar year) if you submit medical certificates issued by a medical practitioner registered under the Singapore Medical Council for such period.
- (d) If required, based on your visa status, the Company will contribute to the Central Provident Fund.

4. Confidentiality, Assignment of Developments, Non-Solicitation and Non-Competition clauses

You are required, as a condition of your employment with the Company, to sign the accompanying Proprietary Information and Inventions Agreement that covers confidentiality, non-competition and other matters.

5. Other Agreements

You declare that you are not bound by the terms of any employment contract, restrictive covenant or other agreement or restriction preventing you from accepting employment with or carrying out your responsibilities for the Company as contemplated.

6. Proof of Right to Work

You will be required to provide the Company with the documentary evidence of your identity and eligibility for employment in Singapore. Such documentation must be provided to the Company within three (3) business days of your date of hire, or our employment relationship with you may be terminated.

Eureka Robotics will pay the costs of applying for a work permit in Singapore. There is however no guarantee that we will be able to receive a permit.

7. Amendments and Governing Law

This letter and its enclosures shall be governed by and construed in accordance with the laws of Singapore, and supersede any prior or contemporaneous understandings or agreements, whether oral or written, between you and the Company. This letter may not be amended or modified except by an express written agreement signed by you and an authorized representative of the Company.

If this letter correctly sets forth the terms under which you will be employed by the Company, please sign and date, and return to me, the following:

- I. this letter,
- II. the accompanying Proprietary Information and Inventions Agreement.

This offer and all terms of employment stated in this letter will expire if you have not returned these signed copies to me on or prior to **15 February 2022**.

We look forward to working with you.

Sincerely yours,



Pham Quang Cuong
Co-founder and Director



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I, Heo Yub, accept this offer and agree that the foregoing correctly sets forth the terms of my employment by Eureka Robotics Pte. Ltd.

A handwritten signature in black ink, appearing to read "Yub", is positioned above a horizontal line.

Signature

14 February 2022

Dated