Wednesday, 7 October 2020

Muhammad Hakeym bin Abd Rashid
289C Punggol Place #02-857
Singapore 823289

Dear Hakeym,

LETTER OF OFFER

Further to our interviews, we are pleased to offer you to join our professional team for Ion Mobility Pte. Ltd. ("Company") as **Mechanical Design Engineer**.

This offer is contingent upon your execution of this letter, with an estimated start date of 9 Nov 2020, or another date to be determined between you and your manager.

JOB REQUIREMENTS:

The services you will be required to perform are as per what was discussed during the interview process with representatives of the Company and/or where relevant, any Job Description appended to this Letter of Offer. You will be reporting to our Vice President (Vehicle Engineering). The Company's organization structure and your reporting manager(s) may be adjusted from time to time based on adjustments to the company's business strategy and operations.

EMPLOYMENT PERIOD:

You will be employed with permanent status subject to 3 (three) months probationary period. Upon confirmation, your performance will be subject to interim and annual performance reviews.

COMPENSATION & BENEFITS

1. **<u>Monthly Salary/Allowances</u>**

   a. Your remuneration package will be set at a gross salary of [redacted] per month.

   b. There is no change to your gross monthly salary upon confirmation.

   c. There are no other allowances granted to you.

2. **<u>Fixed/Variable Bonuses</u>**

   a. There will be no Annual Wage Supplement (AWS) for your employment with us.

   b. The Company reserves the right but does not have the obligation to consider and award you with a Variable Bonus (VB) of up to 3 months of your gross monthly salary based on a combination of qualitative and quantitative evaluation, including but not limited to your personal and team accomplishments, as well as the Company's overall business and stage of growth.

3. *This section has been intentionally deleted.*

4. **Employment Visa**

In view of the fact that you are a Singapore Citizen, this paragraph has been intentionally deleted.

5. **Travel & Business Expenses**

Upon obtaining your manager's approval, you will be reimbursed for reasonable travel and transportation expenses incurred in the course of execution of duties, including but not limited to flights, accommodations, taxi and highway toll fares and any other appropriate business-related expenses. For the avoidance of doubt, you will not be reimbursed for travel from home to work or vice versa.

6. **Annual Leave**

Upon confirmation, you will be entitled to paid annual leave. We do not set a fixed maximum number of leave days for our employees. However, there is a minimum number of leave days employees are required to take, which depends on an employee's tenure of employment with the Company, and which complies with the minimum annual leave entitlement under the Employment Act. Any paid leave is subject to your direct manager's approval.

7. **Medical Plan**

The Company will consider purchasing an appropriate medical insurance plan to provide reasonable Singapore-based and overseas health and travel coverage for yourself at a minimum. For out-of-coverage claims, with your Manager's approval, Company may provide a per-visit reimbursement cap of S$25 for out-of-coverage items resulting in incidental (and not major or chronic) medical expenses as a consequence of your work for the Company. For the avoidance of doubt, Company will not cover your personal dental expenses.

8. *This section has been intentionally deleted.*

9. Beyond statutory requirements by the Singapore Ministry of Manpower, the Company shall be responsible for providing you with the necessary documentation but shall not be responsible for any individual income taxes incurred in Singapore. The Company shall work closely with you on a best efforts basis to ensure that your overseas travel will not result in you being required to pay income taxes in those countries, including but not limited to securing multi-entry visas or work visas for your legitimate stay in said foreign countries.

10. The Company periodically reviews its prevailing benefits as part of its ongoing human resource optimisation and reserves the right to make changes to all of the above-mentioned benefits.

11. **Other Clauses**

a. TERMINATION:

Termination by either the company or you at any time for performance reasons or any reasons can be done with 6 weeks written notice or with a reasonable transition period based on discussion and mutual agreement with your manager.

b. NO COMPETE:

Following the company's 'code of conduct', you are expected not to join any competing players in the industry locally within 18 (eighteen) months upon your departure or termination from the Company, the list of which shall be provided to you in the unlikely event that you are no longer an employee of the Company.

c. CONFIDENTIALITY:

You agree that all information obtained during your employment period shall be kept confidential and shall not be disclosed to any other parties. Any information materials obtained should immediately returned to the Company upon termination of employment period.

d. NO MOONLIGHTING:

As a condition of your employment, you shall not engage in full or part-time external commercial engagements or employment of any kind without written prior approval of a Director of the Company.

e. OTHER DOCUMENTATION:

As part of your employee on-boarding, you shall be required to execute a **Proprietary Information & Inventions Agreement** to safeguard mutual interests with respect to any prior intellectual property that you have created, as well as the Company's interests and confidential information during and after your stint with us.

The offer letter shall be subject to your timely execution of this document, and upon your (or our) fulfilment of any other pre-requisites mentioned in this Letter of Offer. We also take all the information you provide to us as true and correct; failure to do so will grant us to the right to terminate this offer letter without any liabilities on our part.

If you are agreeable to the conditions of the offer indicated above, please confirm it by e-signing the original copy of this letter (e-sign request to be initiated by Company) as an indication of your acceptance.

We are delighted to offer you this role and look forward to a fruitful and exciting engagement with you.

This offer is valid until 12 October 2020.

Approved By:

Chang Chung Yhow Joel
Co-founder, Director & COO

07 / 10 / 2020

Accepted By:

Muhammad Hakeym bin Abd Rashid
Singapore NRIC: S8945289I
Mobile No.: +65 9159 7015

07 / 10 / 2020