



Private and Confidential 6 May 2024

Lai Jun Hao Augustine



Dear Augustine,

EMPLOYMENT AGREEMENT

On the basis of the truthfulness and correctness of the information provided by you to date we UCARS Pte. Ltd. ("**the Company**") are pleased to offer to employ you in the position from the commencement date upon the terms and conditions, all set out below ("**the Employment Agreement**"):

1.Position

Staff Writer of the Company or to any other position within any other entity to which the Company may deploy you at any time or from time to time at its sole discretion. In the event of such deployment, you shall comply with the instructions and rules given by such other entity. In the event of any inconsistency or contradiction between any of such instructions or rules, you shall immediately obtain the decision of the Company on how to resolve such inconsistency or contradiction.

2. The Commencement Date

6 May 2024. For the purposes of the Employment Agreement, "**year**" means the period from the Commencement Date to the date immediately before the first anniversary of the Commencement Date or the period from an anniversary date to the date immediately before the next anniversary date.

3. Working Hours

Your normal working hours are from 1000 hours to 1800 hours daily from Monday to Friday with an hour's lunch break, subject to exigencies of service when you will be expected to work beyond the normal working hours.

4. Base Salary

Your base salary during will be \$2,500 per month accruing on a day to day basis and payable in arrears on the last day of each month. The Company may adjust your salary after taking into account your work performance and the performance of the Company and other relevant factors.

5. Probation Period

You are placed on probation for 2 months from the Commencement Date or for such other period as the Company may decide subsequently.

6. Central Provident Fund contributions

The Company will contribute as your employer to your Central Provident Fund account where necessary and at the prevailing rate where applicable.

7. Hospitalisation Leave

Upon completion of your probation and a subsequent three months of service, you shall be entitled to up to 60 days of annual paid hospitalisation leave and 14 days of annual paid sick leave. The number of days and the