



Dear Jello,

We are delighted that you have chosen to embark with HOYA Surgical Optics on this new chapter in your career.

At HOYA Surgical Optics, we believe in the transformative power of an Outward Mindset. This shapes how we interact with each other, our clients, and the world at large. It's about seeing beyond ourselves, being empathetic, and understanding the needs and perspectives of others.

We encourage you to embrace these principles, as it will not only enrich your experience within our organization but also empower you to make a meaningful impact on the lives of those around you.

We look forward to creating a positive and impactful future together.

John Goltermann Lassen
CEO

Chan Ai Lay
VP, Global HR

HOYA MEDICAL SINGAPORE PTE. LTD. EMPLOYMENT AGREEMENT

HOYA Medical Singapore Pte. Ltd., a Singapore company ("Company") is pleased to offer **Estrada Jose Luis Garcia** employment upon the following terms and conditions set out below and in the enclosed Appendix (the "Agreement"). This offer is conditional upon:

- (a) you obtaining all necessary governmental approvals for you to be employed in Singapore;
- (b) you passing a standard pre-employment medical examination; and
- (c) the Company determining that it has received satisfactory results from its reference checks.

1. POSITION AND DUTIES

- a) With effect from **16 December 2024** (the "Effective Date"), the Company shall employ you as the **Senior R&D Project Manager**. You shall report to **Senior Director Project Management** or such other person as the Company may determine in its sole discretion and shall have the duties and responsibilities assigned by **Senior Director Project Management** from time to time. You shall perform faithfully and diligently all duties assigned to you or such other position that the Company may assign. In this capacity, you shall have the duties, authorities and responsibilities as are required by your position and authorized under the Company's policies and procedures, and such other duties, authorities and responsibilities as may reasonably be assigned to you.
- b)
- c) You shall report to the Company's principal place of work located at **10 Biopolis Road, #04-01/06, Chromos, Singapore 138670**, or such other location in or near Singapore as the Company may designate. In addition, your job will require global travel as deemed necessary or desirable for the Company. Your regular working hours will be Mondays to Fridays: 8:30am to 5:30pm (inclusive of a 1 hour lunch break each working day). You are expected to work beyond the normal working hours and working days as required for you to properly discharge your duties in this role. Your eligibility to overtime payment, if applicable, is subject to applicable law.
- d) During your employment with the Company, you shall devote all of your business time, energy, business judgment, knowledge and skill and your best efforts to the performance of your duties with the Company, provided that the foregoing shall not prevent you from (i) participating in charitable, civic, educational, professional, community or industry affairs; and (ii) managing the your passive personal investments, so long as such activities in the aggregate do not interfere or conflict with your duties hereunder or create a potential business or fiduciary conflict.
- e) Your probationary period will be **3 months** from the date of employment with the Company. The Company shall have the absolute discretion to extend your probationary period for such further periods as it deems fit. When you have successfully completed your probationary period, you will be advised of your confirmation in writing.