

Esco Aster Pte Ltd

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Singapore 139950
Tel: +65 6251 9361
Escoaster.com



27th June 2022

To: ZULKIFLI BIN ABDUL AZIZ
WP/NRIC/FIN No:

EMPLOYMENT AGREEMENT

Dear Zulkifli,

We are pleased to extend you this offer of employment with **ESCO ASTER PTE. LTD.** (the "Company"). This Employment Agreement (the "Agreement") sets forth the terms of your employment, which, if you accept by countersigning below, will govern your employment with the Company.

1. COMMENCEMENT DATE, DUTIES, OBLIGATIONS AND CONSENTS

- 1.1. Commencing on **1st July 2022** (the "Commencement Date"), you shall be engaged in the position of **Engineer** in a full-time position and shall report to the Chief Executive Officer and/or other person as directed.
- 1.2. You shall use your best endeavors to promote the interests of the Company (as defined below). You shall devote all of your business and professional time, attention, energy, skill, learning and best efforts to the business and affairs of the Company. You shall use your best endeavors to protect the good name of the Company and shall not perform any act that may bring the Company into disrepute.
- 1.3. In the event that you discover, during the term of your employment with the Company, that you have, or might have at some point in the future, any direct or indirect personal interest in any of the Company's business, or a conflict of interest with your employment duties and functions, you shall immediately inform the Company upon such discovery.
- 1.4. You shall not engage, directly or indirectly, in any business, professional or commercial occupation outside your employment with the Company, whether or not such occupation is rendered for any gain, without the prior written approval of the Company, and subject to the terms of such approval.
- 1.5. You shall not, directly or indirectly, accept any commission, rebate, discount or gratuity in cash or in kind, from any third party which has or is likely to have a business relationship with the Company.
- 1.6. You hereby represent that no provision of any law, regulation, agreement or other source prohibits you from entering into this Agreement and fulfilling all its terms.
- 1.7. You hereby undertake to comply with all Company disciplinary regulations, work rules, policies, procedures, and objectives, as in effect from time to time.
- 1.8. You consent, of your own free will and although not required to do so under law, that the information in this Agreement and any information concerning you gathered by the Company, will be held and managed by the Company or on its behalf, inter alia, on databases according to law, and that the Company shall be entitled to transfer such information to third parties, in Singapore or abroad. The Company undertakes that the information will be used and transferred for legitimate business purposes only. Without derogating from the generality of the above, such purposes may include human resources management and assessment of potential transactions, to the extent required while maintaining your right to privacy.
- 1.9. You agree that the Company may monitor your use of their Systems and copy, transfer and disclose all electronic communications and content transmitted by or stored in such Systems, in pursuit of the Company's legitimate business interests, all in accordance with the Company's policy as in force from time to time and subject to applicable law. For the purposes of this Section, the term "Systems" includes telephone, computers, computer system, internet server, electronic database and software, whether under your direct control or otherwise.
- 1.10. You will assume such position(s) in the Company as the Company may request and/or require, and report to such person as the Company may inform you from time to time. During your employment with the Company, you may be assigned to do the following duties and responsibilities:
 - 1.10.1. Duties typical of your position and as assigned by your supervisor; and