



CONFIDENTIAL

10 June 2024

Strictly Private and Confidential**EMPLOYMENT CONTRACT**

BETWEEN:

ONCOSHOT PTE LTD UEN 201839138N, a company incorporated in Singapore whose registered office is at 67 AYER RAJAH CRESCENT 02-10/17 SINGAPORE 139950 (hereinafter referred to as 'the Company')

AND

CHUA CHEE YONG, NRIC: S7226061I, Address: 136k Everitt Road, Singapore 428670 (hereinafter referred to as 'the Employee')

NOW IT IS AGREED as follows:

1. PURPOSE DEFINITIONS AND INTRPRETATION

1.1. This Employment Contract sets out the terms and conditions upon which the Company employees the Employee.

1.2. In this Employment Contract, unless the context otherwise indicates

"Board" means the Board of Directors of the Company;

"Confidential Information" includes, but is not limited to:

- a) all trade and business secrets
- b) sensitive material
- c) private documents
- d) technical and financial information
- e) ideas, concepts, know-how and intellectual property
- f) technology
- g) processes and knowledge
- h) other such information that is confidential and/or of a sensitive nature to the Company, its shareholders, customers and/or suppliers.

Other than such information which is within or comes into the public domain (other than as a result of a breach of confidentiality by the Employee) or the employer had a legal duty to disclose;

"Customer" includes any client of the Company;

"Documents" includes, but is not limited to:

- a) software (including source code and object code versions)
- b) manuals, diagrams, graphs, charts, projections, specifications, estimates, records, concepts,



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	documents, accounts, plans, formulae, designs, methods, techniques, processes
	c) supplier lists, price lists, customer lists
	d) market research information, correspondence, letters and papers of every description, including all copies of and extracts from any of the same. “Employment” means the employment of the Employee under this Employment Contract;
“Garden Leave”	refers to the situation in which the Company directs the Employee not to perform any duties during a period of notice. Employment continues during this period. During this period, the Employee cannot work for a competitor or otherwise act against the interests of the Employer;
“Gross Misconduct”	includes but it not limited to any of the events described in Clause 8.3
“Immediate Family Member”	includes: a) parents; b) parents in law c) spouse d) children e) grandparents f) siblings g) grandchildren
“Intellectual Property”	includes any patent, trademark, registered design, copyright, trade and business name, agreement, invention, discovery, improvement, computer program, confidential process, Confidential Information and know how.
“Restraint Period”	means two (2) years, or if that period is held to be unenforceable, one (1) year, or if that period is held to be unenforceable, six (6) months, or if that period is held to be unenforceable, three (3) months;
“Restraint Area”	means within Singapore, Malaysia, Thailand, India or if that area is held to be unenforceable, within the Country in which the Employee was employed or if that area is held to be unenforceable, within the State in which the Employee was employed;
“Termination Date”	means the date on which the Employee ceases to be employed by the Company;
“Total Remuneration Package”	means the combined total of the annual base salary and any statutory payments applicable to the base salary

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2. ENGAGEMENT

- 2.1 The Company will employ the Employee and the Employee will serve the Company in the position set out in the Schedule or in any other capacity as may be agreed between the Employee and the Company; and the Employee shall serve the Company in those capacities pursuant to this Employment Contract and upon the terms and conditions herein. It is important to note that the job description is not a complete statement of the Employee's duties and that the Employee may be required, at the direction of the Employer, to perform other duties as directed to meet the operational needs of the Company.
- 2.2 Employee shall initially be employed at the Company's premises at 67 Ayer Rajah Crescent, #02-07/10. The Employee may be required to work at any other location as reasonably directed by the Company.
- 2.3 If the Employee is not a Singaporean citizen then he/she warrants that he/she holds a valid and current visa enabling him/her to work legally for the Company and will provide relevant documentation as requested by the Company.
- 2.4 This Employment Contract shall be deemed to have started on the date set out in the Schedule or such other date as mutually agreed upon in writing by the Company and the Employee.
- 2.5 The status of employment and hours are detailed in the Schedule; however the Employee agrees that the nature of employment is such that there may be times where work is required outside of agreed hours and in this respect the Employee agrees to accommodate the Company's needs and work reasonable additional hours as required to perform his/her job. Payment for these reasonable additional hours has been taken into account in the calculation of the Employee's Total Remuneration Package.
- 2.6 The Employee must ensure that they read and understand Company policies and observe them strictly at all times. Should you ever be in doubt regarding the operation of such policies, you should seek advice from your manager.

3. DUTIES & RESPONSIBILITIES

The employee shall:

- 3.1 perform the duties assigned to them by the Board or any officer authorised by the Board that is consistent with their position, and in all respects comply with the directions given or made by the Board or any such officer authorised by the Board;
- 3.2 faithfully and diligently perform the duties and exercise his/her function under this Employment Contract;
- 3.3 devote all of their time, attention and skills during ordinary business hours of the Company and at other times as may be reasonably necessary to their duties under the terms of this contract and the business of the Company unless prevented by ill health, incapacity or during authorised leave days;
- 3.4 report any conflict of interest to the Board as soon as the Employee becomes aware of it;
- 3.5 obey all reasonable and lawful directions of the Board;



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4. REMUNERATION

- 4.1 A breakdown of the Employee's Total Remuneration Package is set out in the Schedule;
- 4.2 The remuneration package shall be paid in arrears into a nominated bank account on the 26th of every month.
- 4.3 The Company shall comply with the obligation to pay income tax in accordance with the applicable Income Tax legislation in respect of the remuneration package;
- 4.4 The Employee' Total Remuneration Package shall be reviewed annually by the Company. The Company shall not be obliged to increase remuneration as a result of such review;
- 4.5 The Company shall reimburse the Employee for all travel expenses and out of pocket expenses reasonably, necessarily and properly incurred by the employee in the performance of their duties under this contract but excluding travel and cost associated with travel to and from the Employees' place of residence and the premises of the Company;
- 4.6 The Employee may be entitled to participate in an incentive and/or bonus plan at the discretion of the Company. The Company reserves the right to void or vary the terms of any incentive or bonus schedule at its absolute discretion. Entitlements under any incentive or bonus plan will not be taken into account in calculating entitlements arising in relation to the termination of the Employee's employment;
- 4.7 The Employee shall treat as confidential the details of their Total Remuneration Package.

5. TOOLS OF THE TRADE

- 5.1 The Company shall supply the Employee with all tools of the trade as reasonable required by the Employee in the performance of their duties under this Employment Contract. Such tools of trade may include a mobile phone, laptop or motor vehicle. All such tools of trade provided to the Employee shall remain property of the Company and must be maintained by the Employee and returned immediately upon termination of employment. Failure to return all tools of the trade upon termination may lead to the Company taking steps to recover the money owed.

6. LEAVE

6.1 Annual Leave

- a) An Employee is entitled to 21 days annual leave per annum. This is above the annual leave minimum entitlements according to the Ministry of Manpower Employment Act or relevant legislation. Current Annual leave accrues on a pro-rata basis;
- b) The Employee is entitled to take annual leave during the term of the contract at a time or times to be approved by the Board which are mutually convenient to the Employee and the Company;
- c) From time to time it may be necessary to shut down the business or part of the business. During any period where the Company is shut down, you may be required to use the annual leave that you have accrued. If you do not have a sufficient amount of leave accrued to cover the period of shut down you will be required to take any annual leave that you have accrued and will then proceed onto unpaid leave for the remainder of the shutdown period. The shutdown period will not affect an employee's entitlement to paid public holidays where

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such an entitlement exists. The Company shall provide at least 4 weeks' notice of intention to shut down the business;

- d) The Company may direct an employee to take their accrued unused annual leave where an excessive balance of annual leave has accrued. An excessive amount is demined to be annual leave in excess of eight weeks; it is a Company policy to ensure where possible that annual leave does not exceed 10 days.
- e) The Company's leave policy details an employee's entitlement to leave. It is an employee's responsibility to read and understand this policy. The Company reserves the right to amend this policy at any time.

6.2 Sick Leave

- a) An Employee is entitled to sick personal leave in accordance with the Ministry of Manpower Employment Act or relevant legislation. Currently, under this legislation, an employee is entitled to the following sick leave after three (3) months of employment. Sick leave accrues on a pro-rata basis;

Years of service	Days of leave
Less than 3 months employment	0
3-4 months employment	5 days of sick leave per year, and 15 days of hospitalization leave (inclusive of the 5 days)
4-5 months employment	8 days of sick leave per year, and 30 days of hospitalization leave (inclusive of the 8 days)
5-6 months employment	11 days of sick leave per year, and 45 days of hospitalization leave (inclusive of the 11 days)
6 + months employment	14 days of sick leave per year, and 60 days of hospitalization leave (inclusive of the 14 days)

- b) The employee must inform or attempt to inform their Manager of his/her absence within 48 hours. Otherwise, the employee will be deemed to be absent from work without permission or reasonable excuse and the time off will be unpaid;
- c) The Company will require the Employee to provide adequate documentation to justify any period of sick leave;
- d) The Company's leave policy details an employee's entitlement to leave. It is an employee's responsibility to read and understand this policy. The Company reserves the right to amend this policy at any time.

6.3 Other Leave entitlements



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All other leave entitlements including Maternity leave and Childcare Leave are outlined in the Company's Leave Policy.

7. TERMINATION

On termination of employment, the Employee shall forthwith deliver to the Company all books, documents, papers, materials, security passes, parking passes, Confidential Information, and any other property of the Company which may be in the Employee's possession.

During any period of notice, the Company may require the Employee to remain on Garden Leave, or to perform services of a different nature to those usually performed

7.1 Notice of Termination (Outside Probation)

For the period of employment following successful completion of the probation period this contract may be terminated by either party, according to the operation of the law, giving 8 week's notice in writing to the other party. The Company reserves its right to pay the whole or part of the notice in lieu of requiring the Employee to work out the notice period. The Company may also request the Employee not to attend work during any notice period and/or go on Garden Leave for the duration of notice.

7.2 Summary Dismissal

Notwithstanding the provisions of Clause 8, in the event that the Employee shall:

- a) Commit any deliberate act of serious dishonesty, fraud, theft or willful and repeated disobedience;
- b) Willfully, persistently and materially breach any of the provisions of this Contract which breach is not remedied within seven (7) days after receiving notice from the Company specifying the breach;
- c) Be convicted of any indictable criminal offence;
- d) Attend work affected by alcohol or under the influence of any illicit drug;
- e) Assault a co-worker;
- f) Commit any serious and proven breach of Company policy or procedure which amounts to gross/and or willful misconduct;
- g) continually or significantly absent in, or demonstrates incompetence with regard to, the performance of their duties under this contract or continually or significantly neglects their duties under this contract;
- h) Any serious complaint to, or breach of compliance of any applicable legislation, standard, guideline which has been established to the satisfaction of the Company by way of internal investigation
- i) wilfully disregards or disobeys any of the policies or procedures of the Company in a manner where by it seriously jeopardises the good standing and reputation of the Company or significantly detracts from the effective conduct of the business of the Company.

Then the Company shall be entitled to terminate this Contract with immediate effect by notice in writing and without any payment in lieu of notice.

The above list is not exhaustive, Other forms of conduct may amount to Gross Misconduct sufficient to warrant summary dismissal.

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7.3 Termination in event of incapacity

The Employee acknowledges that illness or injury may affect their capacity to discharge their duties under this Employment Contract and in the event that this occurs, agrees to consult and co-operate with the Company with a view to mitigating any such affect. The Company may terminate the employment of the Employee where the Employee is or becomes incapacitated by illness or injury of any kind which prevents the Employee from performing the inherent requirements of his position under this contract for a continuous period of three (3) months or for periods totaling three (3) months within a twelve (12) month period.

8. INTELLECTUAL AND COMPANY PROPERTY

- 8.1 The Employee acknowledges that all intellectual property designed, developed or modified by the Employee during the period of their employment will remain the sole and exclusive property of the Company. The Employee will hold all intellectual property in trust for the Company and will do all things necessary or desirable to vest the intellectual property fully in the Company and/or to secure patent or other appropriate forms of protection for the intellectual property.
- 8.2 The Employee will promptly disclose to the Company and keep confidential all inventions, copyrights, works, designs or technical know how conceived or made by the Employee whether alone or with others in the course of the employment.
- 8.3 Decisions as to the protection or exploitation of intellectual property shall be made in the absolute discretion of the Company.

9. CONFIDENTIALITY

The Employee represents and warrants that:

- (a) the Employee will not either during the term of the employment or at any time thereafter, except in the proper course of his duties and responsibilities under this contract or as required by law or by the Company, use or disclose to any person any Confidential Information, and will use his best endeavours to prevent the unauthorised use or disclosure of any Confidential Information by third parties;
- (b) he/she will not do anything whatsoever which will impair or reduce the reputation of the Company; and
- (c) will not remove any documents (including copies) or other property which belongs to the Company or which contains Confidential Information from the Company's premises at any time without proper advance authorisation from the Company;
- (d) upon termination of the employment under this Agreement shall not represent as being in any way connected with or interested in the business of the Company;
- (e) shall deliver up to the Company or its authorised representatives all documents, whether original or copy in his possession or control and relating to any way in which the business or the affairs of the Company and all property belonging to it issued to the Employee by the Company and that he/she is not entitled to retain a copy of any documents.
- (f) will conduct their duties in accordance with the provisions of any applicable privacy law in the jurisdiction.

10. EQUAL OPPORTUNITY

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The Company is committed to provide equal employment opportunities, based on merit, to all employees and all applicants for employment regardless of race, sex, religion, age, non-disqualifying handicaps or nation of origin.

This statement and any other issued Company policy on equal opportunity applies to recruitment, employment, promotion, demotion, transfers, redundancy, remuneration, training, staff benefits and general conditions to ensure we have the most suitable person for each position based on the person's performance.

Our objective is to comply with both the detail and spirit of Commonwealth and State requirements of equal opportunity of employment.

11. ANTI-DISCRIMINATION / HARASSMENT

The Employee will comply with all relevant Commonwealth and State anti-discrimination laws and must also comply with the Company's policies and procedures for dealing with discrimination or sexual harassment complaints and accept reasonable directions of the Company in respect of sexual harassment or other forms of discrimination.

The Company will not condone any form of harassment of or by any employee at any time. The Company encourages staff members who believe they or others are being subjected to any form of harassment to report the facts in writing to the Board immediately.

12. RESTRICTIVE COVENANTS

12.1 On termination of the Employees' employment the Employee agrees not to do any of the following without first obtaining written consent of the Company:

- a) solicit or persuade any person or corporation which is a customer, supplier or client of the Company in respect to cease doing business with the Company or reduce the amount of business which the customer, supplier or client would normally do
- b) at any time disclose any Confidential Information of the Company which is not generally known or available in the marketplace to any third party
- c) at any time during the restraint period induce or attempt to induce any person, who is, or becomes, an Employee of the Company to terminate his or her employment with the Company

12.2 The Employee agrees that:

- a) failure to comply with this clause would diminish the benefit of the Company employing the Employee
- b) the restrictions in this clause are reasonable and necessary for the protection of the Company's investment and expense in employing the Employee and must be given full effect

12.3 Restraint Period

The Employee must not, in any Relevant Capacity during the Restraint Period:

- a) approach or solicit communication with any person who is a Supplier or Customer with a view to causing such person to enter into dealings with the Employee or any other person, or entertain or accept an approach from a Supplier or Customer with a view to such person entering into dealings with the Employee or any other person; tender for,

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- canvass, or otherwise endeavour to entice away from the Company or its related bodies corporate any Supplier or Customer;
- b) approach or solicit any employee, officer or consultant of the Company or is related bodies corporate with a view to that person becoming an employee or otherwise providing services to the Employee or any other person; or
 - c) aid, abet, counsel, procure or induce a third party to undertake, or announce that it will undertake, any of the acts referred to in paragraphs (a) and (b).
 - d) The Employee must procure that no Associated Entity undertakes an act which, had the act been undertaken by the Employee, would be a breach of the Employee's obligations under clause 13.3(a).
 - e) Clause 13.3(a) is to be construed as including separate covenants in relation to each paragraph in the definition of "Restraint Period". If a particular covenant is, or particular covenants are, found by a court of competent jurisdiction to exceed what is reasonable in terms of the temporal extent of clause 13.3(a), then that particular covenant or those particular covenants are severed for the purposes of this Agreement with the result that the covenants not so severed continue in effect, with the one most extensive in terms of time to have effect.

12.4 Non-compete covenant

- a) The Employee must not provide Services, in any Relevant Capacity, to any Competitor or Like Business operating in the Competition Restraint Areas during the Restraint Period.
- b) Clause 13.4(a) is to be construed as including separate covenants in relation to each separate combination of the paragraphs in the definitions of "Competition Restraint Area" and "Restraint Period". If a particular covenant is, or particular covenants are, found by a court of competent jurisdiction to exceed what is reasonable in terms of the geographic or temporal extent of clause 13.4, then that particular covenant or those particular covenants are severed for the purposes of this Agreement with the result that the covenants not so severed continue in effect, with the one most extensive in terms of geography and time to have effect.
- c) The Employee must procure that no Associated Entity undertakes an act which, had the act been undertaken by the Employee, would be a breach of the Employee's obligations under clause 15.4(a).

12.5 Reasonableness

- (a) Each party acknowledges and agrees that the non-solicitation and non-compete covenants contained in clauses 13.3 and 13.4 are reasonable for the purposes of protecting the Company's legitimate and proprietary interest in the goodwill comprised in the Business of the Company and its related bodies corporate and the relationship of the Company and its related bodies corporate with Customers and Suppliers.
- (b) Without limiting the generality of clause 13.5(a), each party acknowledges and agrees that the Restraint Period is a reasonable estimate of the time it would take to sever the connection between the Employee and a Supplier or Customer.

12.6 Waiver

For the avoidance of doubt the Company may enforce either or both of the covenants contained in clause 13.

13. INTERNET AND EMAIL USAGE

13.1 In accordance with law, the Company may conduct workplace surveillance of employee.

The kind of surveillance that is carried out includes:

- a) Recording and monitoring of phone calls
- b) Monitoring of internet sites visited



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c) Monitoring of emails sent and received.

The surveillance will be carried out by the use of computer software and network resources, and will be conducted on an ongoing basis.

The Employee consents to the workplace surveillance carried out in accordance with the law as a condition of employment.

14. REPAYMENT OF OVERPAYMENTS TO COMPANY

If the Employee is to receive an overpayment by the Company in error, it is their responsibility to raise this with their manager for further investigation. Upon written notification of an overpayment, the Employee authorises the Company to deduct from wages or any other entitlements owing an overpayment made in error to the Employee by the Company.

15. DRESS

The Company expects that the Employee will dress to a professional standard, which is acceptable to the business community and satisfies the Company's image. The Employee is required to be well groomed at all times.

16. OCCUPATIONAL HEALTH & SAFETY AND OTHER POLICIES

The Employee will comply with:

- (a) all relevant occupational health and safety laws to provide a safe and healthy workplace for the Employee, fellow employees and visitors to the Company;
- (b) the Company's Occupational Health and Safety Policy and Procedures;
- (c) Any other policy or procedure published by the Company relating to conduct of the Company employees including any share trading policy.



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17. DISPUTE RESOLUTION

Where there is a dispute or grievance attempts will be made to resolve the matter which include (but not be limited to):

- (a) The parties to the dispute will meet and confer with an independent third party who is appointed by agreement;
- (b) If not resolved the matter will be referred to a member of the Board (as appropriate);
- (c) Each party will acknowledge the right of the other to appoint another person to act on behalf of that person;
- (d) Attempt mediation at the workplace level and both parties will participate in that process in good faith;
- (e) During the process both parties will continue to work in accordance with their contract of employment;
- (f) Both parties will cooperate to ensure that the process is carried out as quickly as is reasonably possible and agree not to commence any action to impose any statutory penalty or obtain damages or enforce any statutory provision, unless that party has genuinely attempted to resolve the dispute at workplace level.

GENERAL PROVISIONS**18. GOVERNING LAW & JURISDICTION**

This Agreement shall be governed by and construed in accordance with the current law of Singapore in jurisdiction or otherwise set out in the Schedule.

19. ENTIRE AGREEMENT

This Agreement constitutes the entire agreement between the parties and supersedes all communications, negotiations, arrangements and prior agreements, either oral or written, between the parties with respect to the subject matter of this contract.

20. VARIATION

This Agreement will not be changed or modified in any way after it has been signed except in writing signed on behalf of the Company and by the Employee.



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SIGNED as an Agreement.

SIGNED for and on behalf of **Oncoshot Pte Ltd**

DocuSigned by:

.....
CFB77A4B8PCF484.....
(Signature of Representative)

Huren Sivaraj
.....
(Full Name of Representative)

CEO and Cofounder
.....
(Title of Representative)

11 June 2024
.....
(Date)

SIGNED by employee

DocuSigned by:

.....
EB075EC6DP004A3.....
(Signature of Employee)

CHUA CHEE YONG
.....
(Full Name of Employee)

12 June 2024
.....
(Date)



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SCHEDULE

Date of First Commencement: 10 JUNE 2024

Employee Details: CHUA CHEE YONG
NRIC: S7226061I
ADDRESS: 136k Everitt Road, Singapore 428670

Position: CHIEF COMMERCIAL OFFICER

Status: 0.8 FTE

Hours: 9.00am – 6.00pm (Tuesday to Friday)

Remuneration package:

Monthly Base Salary	Equivalent of SGD 14,400 per month (SGD 18,000 for 1 FTE) Where from June to Nov 24, 50% of salary, ie SGD 7200 per month + additional 10% bonus (SGD 7920 per month) will be paid as ESOP for immediate vesting on a monthly basis. At the end of 6 months, in Dec 24, SGD 43,200 + 3.5% interest per annum (SGD 43,956) as payments in arrear will be made. From Dec 24 onwards, you will draw a cash salary of SGD 14,400 per month for 0.8 FTE.																								
In/outpatient benefits	The company will review the in/outpatient benefits to provide a plan with better coverage and higher annual policy cap.																								
Sales Commission	Cash and Equity Bonus <table><tr><th></th><th>Sales (per SOW) or Annual Revenue</th><th>Cash Bonus (based on Sales)</th><th>Equity Bonus (based on the annual revenue)</th></tr><tr><td>Band 0</td><td>< USD 1m (0-0.99m)</td><td>2%</td><td>2%</td></tr><tr><td>Band 1</td><td>< USD 2m (1-1.99m)</td><td>3%</td><td>3%</td></tr><tr><td>Band 2</td><td>< USD 3m (2-2.99m)</td><td>4%</td><td>4%</td></tr><tr><td>Band 3</td><td>< USD 4m (3-3.99m)</td><td>5%</td><td>5%</td></tr><tr><td>Band 4</td><td>>= USD 4m</td><td>6%</td><td>6%</td></tr></table> Sales: “Sales” are counted based on the full committed amount in each Statement of Work (SOW). - The SOW may contain CAPEX/one-off and/or OPEX/recurring components. - Optional “Sales” award are only counted in the year of award. - Cash bonus will be based on “Sales” of each SOW. - Cash bonus works as a mechanism for the Sales Team to prioritise clients based on timeframe and value - Cash bonus payout will be SOW date + 1 month Annual Revenue: “Annual Revenue” are based on the recognized revenue in the financial year of the company. - Equity bonus will be based on combined “Annual Revenue” for all SOWs for each financial year. - Equity bonus works as a mechanism for staff retention and to build up a long-term pipeline of recurring revenue stream. - Equity bonus will be vested fully over 5 months (20% per mth x 5 mth) from end of last financial year.		Sales (per SOW) or Annual Revenue	Cash Bonus (based on Sales)	Equity Bonus (based on the annual revenue)	Band 0	< USD 1m (0-0.99m)	2%	2%	Band 1	< USD 2m (1-1.99m)	3%	3%	Band 2	< USD 3m (2-2.99m)	4%	4%	Band 3	< USD 4m (3-3.99m)	5%	5%	Band 4	>= USD 4m	6%	6%
	Sales (per SOW) or Annual Revenue	Cash Bonus (based on Sales)	Equity Bonus (based on the annual revenue)																						
Band 0	< USD 1m (0-0.99m)	2%	2%																						
Band 1	< USD 2m (1-1.99m)	3%	3%																						
Band 2	< USD 3m (2-2.99m)	4%	4%																						
Band 3	< USD 4m (3-3.99m)	5%	5%																						
Band 4	>= USD 4m	6%	6%																						



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TERMS

EXPECTATIONS
• Accessibility across office hours for both remote and in person meetings for 4 out of 5 working days. • Weekly work resource contribution computed at 0.8 FTE (Tuesday to Friday). If a public holiday falls between Tuesday to Friday (both days inclusive), it will be treated as a paid holiday. • To attend weekly in person meetings every Thursday • To attend standup meetings daily from Tuesday to Friday • All business travels will be compensated • All sales meetings where budget is required to be pre-approved by CEO either on quarterly basis or per event if ad-hoc in nature. • Allowance to pursue consulting work for remaining 0.2 FTE in so far as it will not impact focus and prioritization of Oncoshot related work. In event of mutually agreed important meetings with potential business impact on Monday, to be flexible in making exceptions to participate in such meetings and off-set it between Tuesday to Friday. • To lead company's strategy to build sales pipeline of USD 70m over the next 24 - 36 months together with CEO. • To lead Head of Sales and other sales related roles in developing targets/KPIs, monitoring progress and achieving overall business objectives for the company • To engage and support country leads in establish country-level sales pipeline in line with overall corporate objectives. • —



JOB SCOPE

Primary Responsibility 1 – Achieving sales targets

- Achieving sales targets mutually agreed as part of annual planning
- Set up corporate sales KPIs – entire company, by line of business, across countries
- Manage end-to-end tracking of pipeline to contract award with sales team

Primary Responsibility 2 – Sales Process

- Managing robust sales process
- Working with sales team to generate and qualify new leads
- To manage sales pipeline in a organised and data driven process using appropriate CRM tools
- Ensure compliance by sales team in utilizing CRM tools

Primary Responsibility 3 – Expanding know-how and capabilities of the sales team and growing a top sales team

- Leading and Scaling the Sales and BD teams
- Providing the required leadership for a high-performance sales team to execute end-to-end sales for the unique space of health tech products, including outreach, closing deals and implementation
- Recognising and rewarding sales team members
- Building a strong and collaborative environment within the sales team and across other teams in Oncoshot

Primary Responsibility 4 – Growing sales

- Monitor success of awarded projects for upsell opportunities with existing customers
- Monitoring landscape of healthcare and competitors to ensure competitive advantage

Secondary Responsibilities

- Supporting CEO with building new lines of business
- Supporting CEO with exploring and structuring new business partnerships