

22nd December 2025

Nikhil Ashokbhai Koshti

Odensegade 2,2
Copenhagen, 2100
Denmark.

Dear Nikhil,

Sub.: Employment Contract

We are pleased to inform you that your contract has been extended for the position of **Test Engineer** with **Marquis Technologies ApS**.

You will continue to be stationed at our Denmark office, located at:
Herstedvang 8, Greater Copenhagen, 2620 Albertslund, Denmark.

The extended contract will commence on **19th January 2026** and will be valid until **18th July 2026**.

We value your contributions and look forward to your continued support in driving the growth of our business as part of the Marquis Technologies ApS team.

Annexures I & II attached to this communication forms are part of the contract.

For Marquis Technologies ApS



Prashant Jain

Prashant Jain

Managing Director

pjain@marquistech.com

Annexure – I

1. **Duration of contract:**

The duration of this contract has been extended by 6 months, starting from **19th January 2026** and ending on **18th July 2026**.

2. **Salary:**

Your salary will be monthly gross **DKK 29400** and paid monthly in an amount of in accordance with normal payroll procedures. The payment of your salary shall be subject to such statutory deductions as may be required in accordance with applicable legislation in force from time to time.

Cost of water, food, laundry, cloths, accommodation, taxi, fuel, SIMs, phones, Wi-Fi or any other cost will not be paid.

3. **Professional expenses:**

Expenses which are related to project like test van, driver, sim card and logistic fees like courier or purchase of any inventory items will be reimbursed as per the approval of Manager.

4. **Hours of Work and Holidays:**

Working days are from Monday to Friday. The normal working hours shall be 8 hours a day means 40 hours per week. You are not required to work overtime. However, if there is an overtime, it will be compensated by leisure time.

Also, business travels may be required from time to time. The Company holiday shall be (i) Saturday (designated holiday) and Sunday (statutory holiday), and (ii) other days deemed to be necessary to the Company.

5. **Job Description:**

Attached to this contract is the job description (Annexure II). The attached job description forms an integral part of this contract. You will acknowledge the contents thereof by signing this contract.

6. **Leaves:**

For the 6-month duration of your contract, you will be entitled to annual leave on a pro-rata basis, amounting to 12.5 working days (equivalent to 2.5 weeks).

Holiday allowance will be as per Danish law. sick leave that sick leave is only considered with licensed medical practitioner/doctor (locally licensed in Denmark's certificate)

7. Pension:

You will be enrolled in ATP, Denmark's mandatory pension scheme, with contributions made by both the employer and the employee based on your gross salary. For the 6-month contract duration:

The **employer's contribution** will be approximately **DKK 1,136.56**.

The **employee's contribution** will be approximately **DKK 566.42**.

8. Probation Period:

You will be on probation for a period of 3 months. Probationary period during which your performance and suitability for employment will be evaluated. It is understood that the probationary period is designed to determine your suitability for continued employment by assessing your skills, performance, and interpersonal relationships. It is also a time for you to assess Marquis Technologies ApS as your employer. During the probation period your absence at the client's place may not be entertained. Employment may be terminated with two weeks' notice or pay in lieu of such notice. Marquis Technologies ApS can at its discretion extend the probation period, as it deems necessary or terminate your employment, as the case may be.

9. Confidentiality:

In the performance of your duties, you will come to possess information (written or unwritten) on the Company's operations, processes, and plans. All such information shall be held by you in the strictest of confidence and shall not be divulged to any person during your service with the Company or thereafter. In the event of you contravening this confidentiality provision while in service of the Company or thereafter then the Company will be at liberty to initiate appropriate legal proceedings.

10. Non-Disclosure

You shall not communicate, or attempt to communicate to the public, media bodies, journals, academic institutions etc. or cause to disclose at any time, any information or documents, official or otherwise relating to the Company except with the prior written approval of the Authorized Person of the Company Detailed NDA enclosed which will be signed by you before joining.

11. Intellectual Property Rights:

Any product development, process, discovery, plan, specification, program, design, process, adaptation or improvement in procedure or other matters of work which can be the subject matter of protection granted to any intellectual property rights (including without limitation to patents, designs and copyrights), made, developed or discovered you alone or jointly with any other person or persons while in the employment of the Company, in connection with or in any way affecting or relating to the business of the Company or capable of being used or adapted for use therein or in connection therewith shall forthwith be disclosed to the Company and shall belong to and be the absolute property of the Company. On joining, you will be requested to sign a formal Confidentiality agreement with the Company.

12. Notice Period:

Your contract can be terminated by Marquis Technologies ApS at any time by giving one-month notice in writing or payment in lieu. If you are willing to terminate this contract shall do so by giving one-month notice or in lieu of payment of one-month salary drawn by you at the time of your termination. Marquis Technologies ApS shall have the sole discretion to accept your resignation and relieve you on determination of the contract. The management reserves its right to, at its sole discretion accepts your resignation and relieves you immediately by waiving the notice. Upon termination of your contract with Marquis Technologies ApS, you shall forthwith return to Marquis Technologies ApS all assets and property including all documents, files, books, papers, memos, software, or any other property of Marquis Technologies ApS in your possession or under your control.

13. Clause Non-performance and misconduct:

Misconduct and Non-performance in your services, Marquis Technologies ApS has every right to terminate the contract without notice or without paying salary in lieu of notice. Misconduct includes abusive or insubordinate behaviour, negligence that raises questions on safety and security, etc. Non-performance includes poor job performance, sickness or incapacity to the extent that it has a negative impact on your day-to-day work performance, incompatibility with other employees to a degree that affects workplace relationships etc.

14. Social Media Policy:

You covenant and agree that, during the term of your employment with the Company and after your employment with the Company that maintenance or participation in job portals, personal websites, bulletin boards, or other interactive web media, including LinkedIn, Facebook, Twitter, etc., (herein collectively referred to as “social media platforms”), you, currently the employee of the Company. and pursuant to your employment, agree that you may not elect to post information about the respective Company(s)/Group, its business, its products and services, proprietary tools, confidential projects, clients name, protocols, work procedures etc. on social media platforms. You agree and understand you have a legal responsibility involved with using social media platforms. Though you are free to post your own personal views on social media platforms, some of the social media use may lead to irreparable harm to the Company/Group or may violate certain Company policies and standards of the Company.

15. Post Resignation or Post Contract Expiration:

As an employee/contractor of the Company, you had access to confidential and proprietary information of the Company. This information included, but was not limited to, customer lists, contractor list, contract terms, methods of operations, marketing plans, software specifications, software code, functionality, know how, and financial information. Under applicable law and under the terms of your Confidentiality Agreement with the Company, you are required to keep all such information confidential and not to use it to the detriment of the Company. In particular, you may not use it for, or disclose it to, any new employer that is or may be a competitor of the Company. Furthermore, to the extent you were to solicit any existing customers under contract with the Company, this may constitute tortious interference with the Company's contractual relationships. To the extent you may have taken any documents, records, information, software, or other property of the Company, you are hereby demanded to return said items immediately to the Company. If You have not taken any such items, we would like written confirmation from you of this fact. Any unauthorized disclosure or use of the Company's confidential information could lead to litigation against you and any new employer. After you leave Company, you are not to request any information or files from the employees/contractors/associates of the Company. After you leave the Company, you should not contact Sub-Contractors/Vendors (including but not limited to Cab Agencies or Individual Drivers) for any information. Request is hereby made that you confirm to the undersigned that you have not, and will not, disclose or use any confidential information of the Company nor will you interfere with the Company's existing contractual arrangements (including Non-Solicitation and Non-Complete agreement).

Annexure II

Job Description:

- You will attain hands-on testing knowledge and good troubleshooting skills of 5G devices including Outdoor CPEs, MiFi Routers and Phones
- You will be responsible to execute manual and automated 5G testing.
- This position will also expose you to multi-discipline software testing processes, providing you with a working knowledge of quality assurance, manual testing, test automation.
- Extensive understanding of 5G SA, NSA and NR/IMS technologies.
 - Your main task will be to perform 5G NR testing which includes Testing & R&D support related to Performance, Functionality, Usability, Communication Protocols • You will be assigned functional testing, regression testing, KPI testing, Data Throughput test, Battery Consumptions, Energy Efficiency, Spectral Efficiency and overall device performance test.
- 4G/3G protocol stack and ability to design test cases for LTE / 3G features as well as do log analysis/debug issues being found as part of regression.
- You will learn the day to day working in mobile test environments of Wireless Technologies (GSM, WCDMA, CDMA, LTE)
- Would need to run testing using automation framework and debug any issues in any given practical scenario.
- Test Tools/Network Simulators: QXDM, QCAT, QPST.
- Implement theoretical knowledge in live testing of DDS, FDN, CA logs in QXDM, 2G,3G 4G and 5G frequencies, flashing procedure and use of MSM tool, MODEM issue, Architecture of IMS & 4G, network log catch method, bug raising.
- Understanding the 3GPP 5G channel band-width requirements
- We will bring forth complete knowledge sharing and real time log analysis on QXDM, QCAT, 5G/NR(NSA)
- 5G NR Technology and 3GPP 5G channel band-width requirements.
- You will get knowledge of how you collect logs from real environment, on how reporting is done from clients and points of action to be taken when logs are received.
- General Information about day-to-day activities, project structure, team structure etc
 - You receive considerable experience in DUT (device under test) Reference and Benchmark, Types of testing we do in Marquistech- user end, chipset, Wi-Fi testing etc.

Place:

Date:

Signature of Deputed Personnel: _____

Name in BLOCK LETTERS: