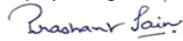



# CONTRACT OF EMPLOYMENT – Fixed-term contract - Amendment 2026.01.22

To be retained by the employer with a copy to the employee

1. Company		
Name Marquis Technologies Oy	Employer's Finnish organisation number 3404798-2	
Address Lapinlahdenkatu 23 A 57, 00180 Helsinki, Finland		
2. Employee		
Name Rahul Sahastrabudhe		
Address Kauriintie 5 I 220,00740,Helsinki		
D.O.B DOB: 1993.02.06 / Passport No : Z4290870 / Country – India / Nationality – Indian / Finnish ID number: TBA		
3. Place of work		
Address Lapinlahdenkatu 23 A 57, 00180 Helsinki, Finland		
4. Job description (title, post, category of work)		
Specialist in Engineering		
5. Duration of employment, working hours		
First day of employment 2026.01.22	Last day of employment (if applicable) 2027.01.23 (With the possibility of extension)	
Weekly working hours (duration/disposition) 40 hours/weekly	Daily working hours (duration/disposition) 8 hours/daily	
Other working hours arrangement N/A	Other N/A	
Holidays are to be decided according to the provisions of the Act relating to Holidays As per Finnish Law		
6. Probationary period (if applicable)		
Duration of the probationary period 6 Months	Notice during the probationary period 1 Month	
Extension of the probationary period -		
7. Pay		
Yearly pay 60621 EUR per year (split in equal payments of EUR 5051 per month and payable on a monthly basis)	Method of payment Bank transfer	Payment intervals Monthly
Allowances/Expenses N/A		
Holiday pay is additional to pay As per Finnish Law		
8. Other information		
<p>During your employment with the Employer, the following insurance coverages will be provided:</p> <p>Occupational Healthcare: Group Life Insurance: Accident Insurance/Workers Compensation: Pension Insurance:</p> <p>Details of each policy will be subject to terms set by the respective providers.</p> <p>The employment is subject to the Employee being and remaining eligible to work in Finland and is subject to the Employee obtaining a valid work permit entitling the employee to work in Finland and compliance with Finnish immigration rules at all times. If the Employee does not hold a valid visa, the Employer will terminate the employment with immediate notice.</p>		
9. Signatures		
Date: 2025.12.08	Employer's signature 	Employee's signature 

## Appendix A – PROJECT

### Employment Details

Assignment Location	:	Lapinlahdenkatu 23 A 57, 00180 Helsinki, Finland
Start Date of Assignment	:	2026.01.22
Estimated Completion Date	:	2027.01.23 (With the possibility of extension)
Reporting To	:	Prashant Jain (Director)
Details of Overtime	:	N/A
Details of Expenses	:	N/A
Job Title	:	Specialist in Engineering
Responsibilities	:	Conduct comprehensive testing, both automated and manual, for newly developed 5G mobile phones and electronic devices. This includes chip set, sanity, functional, performance, regression, and stability testing to ensure the software meets quality standards, as well as specialized testing for Internet of Things (IoT) software.
Other:		The Employee agrees to return wrongly paid or overpaid salaries and expenses within fourteen (14) days via bank transfer to the source of the payment. The Employee must inform the Employer promptly about any sick leave and provide a sick leave certificate. The Employee understands that sick leave certificates submitted after the absence period, last day of employment or after the employment period concludes, will not be accepted. The employment is subject to the Employee being and remaining eligible to work in Finland and is subject to the Employee obtaining a valid work permit entitling the employee to work in Finland and compliance with Finnish immigration rules at all times. If the Employee does not hold a valid visa, the Employer will terminate the employment with immediate notice.

1. The Employee has been provided with information on the project, which he accepts, and hereby declares that has the required skills, facilities and capacity to perform the required duties and undertakes to perform such duties diligently and in a good and workmanlike manner according to a high professional standard.

2. The Employee agrees to abide by all regulations and policies applicable to the location of the project, including but not limited to, all Health and Safety, site security and IT usage policies and procedures. Failure to do so shall be deemed a justifiable reason for termination and the Employer shall have the right to seek indemnification should its Client or any interested third parties seek damages for such breach by the Employee.

The Employer



The Employee

Date: 2025.12.08

## Appendix B - MISCELLANEOUS

1. The terms and conditions of this Contract of Employment shall supersede any other agreement, arrangement, statements, representations or negotiations made or existing between the Parties prior to the execution of this Contract of Employment, which shall constitute the entire understanding between the Parties hereto.
2. The Employee agrees to represent and undertake work for the Employer on all domestic and international projects where the Employer has been contracted or sub-contracted, and where the case may be, comply with any orders, instructions, specifications, guidance and supervision provided by any third parties, as may be required by the Employer from time to time.
3. The Employee recognizes his fiduciary obligation of strict confidentiality under the law in relation to the nature of the business conducted by the Employer and its Clients or clients thereof. The Employee recognizes that unless previously authorized, no documents are to be copied or distributed to any unauthorized persons and no information is to be divulged to third parties regarding all matters that may come or will come to the Employee's attention during his duties, whether carried out locally or abroad. The Employee agrees to keep confidential any information that he obtains in relation to the Employer's customers or any other third parties whom he shall have dealings with in relation to his employment, and such confidentiality shall survive the duration of this agreement.
4. The Employee acknowledges that he is not authorized to represent or bind the Employer or any of its clients in any negotiations or on any legal document unless specifically authorized to do so in writing. Failure to abide by this provision will result in the Employee assuming personal responsibility for any such representations.
5. The Employee acknowledges that any and all copyrights, design rights, know-how, patents and all or any other industrial or intellectual property rights whether or not registered or capable of registration developed or produced by the Employee in the course of providing his services hereunder shall be the exclusive property of the Employer or any of its customers, as the Employer shall determine from time to time and, for the sake of clarity, the Employee shall have no rights to any materials, software and other works results produced in the course of his employment. Furthermore, by signing this Agreement the Employee waives any rights he might have under the laws of the relevant jurisdiction to any such materials, software and other work results and agrees to be a party to any agreement or procedures required to ensure the provisions of this clause are maintained.
6. The parties must follow the Employment Contracts Act in terms of the notice period. The Employer may terminate this agreement with written notice of four weeks. The Employee is required to four weeks' notice when terminating the agreement.
7. To manage the Employee assignment effectively, the Employer may need to process personal data relating to the Employee for the purpose of personnel and employment administration, including the transfer of data to, and processing by, other Group companies and/or related 3<sup>rd</sup> parties. For the purpose of the General Data Protection Regulation (EU 2016/679), and any national implementing laws, as amended or updated from time to time ("GDPR") and all applicable data protection laws, rules or regulations including, but not limited to, GDPR and any related legislation, the Employee agrees to refer to the applicable Group privacy notice relating to the processing of employee data.
8. All or any of the terms and conditions of this Agreement may be revised in writing, only upon mutual agreement between the Employer and the Employee.
9. This agreement shall be governed by and construed in accordance with the laws of Finland. Any dispute, controversy or claim arising out of or relating to this Agreement, or the breach, termination, or invalidity thereof, shall be submitted to the courts of Finland or any other competent adjudicating authority.

\_\_\_\_\_  
The Employer



\_\_\_\_\_  
The Employee

Date: 2025.12.08

## Appendix C - SALARY, BONUSES/ALLOWANCES & INCENTIVES

Fixed Salary/Currency	:	60621 EUR per year (split in equal payments of EUR 5051 per month and payable on a monthly basis)
Holiday pay	:	As per Finnish Law
Maternity, special maternity, paternity, and parental leave	:	As per Chapter 4 Section 1
Sick pay	:	As per Finnish Law

1. The salary shall be payable monthly in arrears by means of a direct transfer, on the last working day of the calendar month, subject to the following conditions:

a) The Employee shall be informed in case any payment delays occur.

2. The Employee is obliged to provide the Employer with a tax deduction card. The Employer shall be obliged to deduct any gross tax from wage payments and deposit the withholdings with the relevant authority. The Employee shall be responsible for any personal tax declarations required by the country in which he is working, or he is a tax resident.

3. Activities and travel should be planned with management in order to facilitate control and overview of the estimated travel costs. The Employee shall primarily use public transport where appropriate. If this is not an option and a taxi must be used, it should be pre-approved. Anything that is not pre-approved will not be reimbursed by the Employer.

4. In the event the Employer overpays the Employee's salary and/or benefits, the Employee acknowledges and agrees to promptly reimburse the Employer for the excess amount paid, upon notification and request by the Employer. This clause shall remain in effect after the employment relationship between the Employee and Employer has ended.

5. The Employee will, during the stay in Finland, continue to be an employee of the Employer, and the conditions in the Contract of Employment shall apply to the extent these are not in conflict with or give lesser rights than any other applicable Finnish laws. Provided that the gross salary mentioned in Appendix C shall be paid in Euro (EUR) and shall be fixed at a Gross EUR 60621 per annum split into equal payments of EUR 5051 payable monthly.


The Employer



The Employee

Date: 2025.12.08