

## Employment Contract

We are pleased to offer you the position of **Mobile Software Testing Specialist** with **Marquis Technologies LTD**.

This contract of employment is Extended between **Marquis Technologies LTD** (hereinafter referred to as “Employer”) and **Mr. Madrais** (hereinafter referred to as “Employee”) under the terms and conditions of employment below:

- 1. Commencement of Employment †**

Effective from **13<sup>th</sup> November 2025**

  - ✓ for a fixed term contract for a period of 2 years, ending on 13<sup>th</sup> November 2027
  - ✓ Your employment shall become valid only if you have obtained a working visa from the HKSAR government and have arrived in Hong Kong ready for work. If you have not obtained a working visa from the HKSAR government on or before 3<sup>rd</sup> November 2023, this employment will delay and commence after you have obtained a working visa from the HKSAR government and have arrived in Hong Kong ready for work
  
- 2. Position and Section Employed**

**Mobile Software Testing Specialist**

**Hong Kong**, 20 F, Champion Building, 287-291, DES VOEUX Road Central, Sheung
- 3. Place of Work**

Wan, Hong Kong
- 4. Working Hours †**

✓ Fixed, at **6 days** per week, **8 hours** per day, from **9:00 am** to **5:30 pm**
- 5. Meal Break †**

✓ Not-fixed, at **30 minutes** per day, \*with pay  
Meal break is not counted as working hour(s)
- 6. Rest Days †**

✓ On every **1 day a week**, with pay
- 7. Wages**

(a) wage rate †

Basic wages of **Hong Kong Dollar 32770. Gross Per Month** plus the following allowance(s) : Housing and Insurance.

(b) payment of wages & wage period(s) †

✓ Every month, on **Last** day of the month  
for wage period from 25th day of the month to 25th day of the following Month
- 8. Holidays †**

The Employee is entitled to:

  - ✓ public holidays

- 9. Paid Annual Leave †** ✓ The Employee is entitled to **7** paid annual leaves according to the provisions of the Employment Ordinance.
- 10. Sickness Allowance †** ✓ The Employee is entitled to sickness allowance according to the rules of the Employer under the following circumstances:
- If the number of sickness days taken is **2** day(s) or below, an appropriate medical certificate in support of the sick leave *\*is / is not required* <sup>note</sup>.
  - If the number of sickness days taken is **3** day(s) or more, an appropriate medical certificate in support of the sick leave is required.
- 11. Termination of Employment Contract** A notice period of **30 Days**  
an equivalent amount of payment in lieu of notice (notice period not less than 7 days)  
During the probation period (if applicable) :  
- within the first Three months: without notice or payment in lieu of notice  
- after the first Third month: a notice period of **30 days**  
or an equivalent amount of payment in lieu of notice (notice period not less than 7 days)
- 12. Mandatory Provident Fund Scheme †** The Employer and the Employee are to make contributions towards the Mandatory Provident Fund Scheme in accordance with the requirements specified in the Mandatory Provident Fund Schemes Ordinance. Voluntary contribution at a rate of **5 %** of the monthly wages.
- 13. Others** The Employee is entitled to all other rights, benefits or protection under the Employment Ordinance, the Minimum Wage Ordinance, the Employees' Compensation Ordinance and any other relevant Ordinances.

**The Employer and the Employee hereby declare that they understand thoroughly the above provisions and agree to sign to abide by such provisions. They shall each retain a copy of this contract for future reference.**

*Signature of Employee*

*Signature of Employer or  
Employer's Representative*



Name in full: MADRAIS

Name in full: Sukhpal Singh Jain

Passport No.: X1102490

Position held: Director

Date: 20-10-2025

Date: 17-10-2025



Chop of the Company