

Marquistech Sàrl

Rue Caroline 2, 1003 Lausanne, Switzerland

8th November 2025

Avinash Sanas,

Rue du Simplon 12, Apt. 14,
1006 Lausanne, Switzerland

Dear **Avinash Sanas** (“You”),

Marquistech Sàrl (the “**Company**”), a private company with registration number CHE-161.308.427, with its registered address at Rue Caroline 2, 1003 Lausanne, represented by Prashant Jain in his capacity as Managing Director. This contract of employment shall be read in conjunction with your employment agreement dated 15th October 2024. We are pleased to Extend your contract with the Software Test Specialist with Marquistech Sàrl from 6th January 2026 to 5th January 2027. You will be work in Switzerland for a duration of 1 year.

- 1. Position.** You will continue to serve as a Software Test Specialist in a full-time capacity, reporting to the Managing Director. Your duties and responsibilities are described in Attachment A. You confirm that no other legal or contractual obligations prevent you from fulfilling these duties, and as lis Attachment A.

By signing this letter (the “**Agreement**”), you confirm with the Company that you are under no contractual or other legal obligations that would prohibit you from performing your duties with the Company.

- 2. Compensation.**

Base Salary. You will receive a gross monthly salary of 6812 – (Six Thousand Eight Hundred Twelve) Swiss francs on a full-time basis, payable on the Company’s regular payroll dates, which are monthly, no later than on the 5th day of the month following the month of employment. Electronic pay slips may be issued to you rather than paper copies. Your pay will be periodically reviewed as a part of the Company’s regular reviews of compensation, but the Company is under no obligation to increase your pay, subject to applicable law.

- a. Expenses.** You shall be entitled to reimbursement by the Company of out-of-pocket business expenses reasonably incurred by you during the employment in the performance of your duties under this employment agreement. However, the reimbursement is subject to (i) the submission of relevant vouchers, and receipts indicating the amount and purpose of the expenses and (ii) the compliance with any reimbursement policies the Company may issue unilaterally.

- b. Withholding and Deductions.** All forms of compensation referred to in this letter or otherwise paid to you in relation to your employment by the Company are subject to applicable withholding, any portions of the employee’s social security contributions and payroll taxes. In addition, to the extent permitted by applicable law, the Company may deduct from your compensation or other payments due to you any money that you owe to the Company.

- 3. Commencement, Duration and Probationary Period.** Subject to your satisfying the conditions in Section 9 below, your employment with the Company will continue **06th January 2026** (the “**Start Date**”).

The Agreement is entered into for a maximum duration of 1 year and will automatically terminate of **05th January 2027** (the “End date”).

The first 3 (three) calendar months of your employment shall be a probationary period during which your performance and suitability for continued employment will be monitored. During the probationary period, the Company may terminate your employment at any time with 7 (seven) days advance notice or pay in lieu of the same.

4. Place of and Hours of Work. You will perform your duties at the Company’s office in Lausanne, Switzerland.

You also agree to travel for business purposes at such other places, as the Company may require for the proper and efficient performance of your duties. The Base Salary set out in clause 2a is inclusive of compensation for this obligation. Your work schedule will be set by your manager in accordance with applicable law and may change from time to time based on business needs. The weekly working time depends on the need to perform the position successfully but is at least 40 hours per week on an average basis (100% position). You shall work overtime and extra hours if ordered or necessary for business and to the extent such work can reasonably be expected from you in good faith. Any overtime or extra hours shall be compensated by spare time.

5. Employee Benefits. As an employee of the Company, you will be eligible to participate in the employee benefit plans, if any, currently and hereafter maintained by the Company and generally available to similarly situated employees of the Company in your country. The benefits may have additional terms and conditions and eligibility criteria. The Company may modify or terminate benefits from time to time as it deems necessary or appropriate. In addition to the statutory laws in Switzerland, you are eligible for paternity leave for a total period of 2 weeks with the recognition of the same economic treatment, guaranteed and supplemented by the Company.

6. Military/Civil service. In case of any mandatory military or civil service during your employment, the Company will pay the salary as provided by law.

7. Vacation/Paid Time Off. You will be entitled to annual leave of 25 working days. Days of vacation granted exceeding the statutory minimum entitlement shall be granted as compensation for any overtime/extra time worked. If you request to take vacation, you shall, reasonably prior to the intended vacation, inform your manager. At least two weeks of holiday must be taken consecutively. You are expected to take any statutory leave prior to the end of each calendar year. Any leave not taken by the end of the year shall be forfeited, subject to applicable law. You shall take the most recent vacation credit. If, upon the termination of your employment, you have taken more annual leave than your accrued entitlement as of the date of termination, the Company shall be entitled to deduct the appropriate amount from any payments due to you. After the probationary period, you shall be granted the following hours or days off without deduction from the salary, provided that they necessarily fall within working hours: wedding of employee (including civil partnership), death of a person in the close family or of employee’s partner (3 days); death of a sibling, parent, grandparent or parent-in-law (1 day); marriage (including civil partnership) of offspring (1 day); relocation of own household (1 day); military inspection (½ day); fulfilment of legal obligations (hours required); medical or dental care if not possible to attend outside working hours (hours required).

8. Sickness and Accident.

a. In the case of absence from work due to sickness, injury, or other incapacity, you or someone on your behalf must notify the Company as soon as possible, stating the likely duration of your absence. If

your incapacity to work exceeds three business days, you shall, without request by the Company, furnish a medical certificate in ongoing employment. The Company reserves the right to request a medical certificate even in the event of a shorter duration of incapacity to work. If you have been terminated, you shall, in any case, be obliged to furnish a medical certificate to the Company from the first day of incapacity to work. In all cases of illness and accident, the Company is entitled to ask you to be examined by an independent medical examiner at the Company's expense.

b. If you are prevented from performing the work for reasons inherent in your person by no fault of your own (such as illness), the Company shall pay the corresponding salary normally due to you according to the Lausanne scale, provided that the employment has existed for more than three months, or was concluded for more than three months. The Company will take out collective sickness benefits insurance for the benefit of its employees, the premiums for which shall be borne one half each by the Company and you. After the expiry of the statutory period of continued payment of salary according to the Lausanne scale, you shall only be entitled to the benefits of the sickness benefits insurance. The benefits of the sickness benefits insurance shall be governed exclusively by the relevant provisions of the respective insurance company. If the Company pays benefits before the insurance is paid out or for the same period of time, the Company shall be entitled to the insurance benefits.

c. During your assignments, you are insured against accidents at work through Suva (Swiss Accident Insurance Fund). The insurance coverage begins on the contractually agreed day you start work and ends on your last day of work. Non-occupational accidents are covered in accordance with Suva provisions. If benefits for non-occupational accidents are refused or reduced by Suva because of extraordinary hazards and risk-taking behavior within the meaning of Art. 49 and 50 of UVV/OLAA (Ordinance on Accident Insurance); the Company shall not be required to continue payment of wages according to Art. 324a and 324b CO.

9. Pre-Employment Conditions.

a. **Work authorization. Work Permit and Work Visa.** This employment agreement is conditional on the grant of the necessary work permit/work visa, if any, by the competent authorities on the Start Date. If this is not the case, the Start Date shall, without payment, be postponed to the moment when you receive the respective work permit/work visa. Furthermore, you shall be responsible for the existence of a valid work permit/work visa for the entire duration of the employment. If the work permit/work visa expires or is revoked during the employment, you shall immediately inform the Company thereof. You shall compensate the Company for all damages resulting from the non-existence of the work authorization.

b. **Background Check.** Your offer is also contingent on successful background checks regarding criminal records, education and employment verification, and, in some cases, credit history, subject to applicable law. A Human Resources representative will contact you regarding the background check procedure. By signing this Agreement, you hereby agree to authorize such verification and background check and agree to sign any and all documents necessary to enable the Company to conduct this verification and background check, and you warrant that all information provided by you is true and correct to the best of your knowledge, and you expressly release the Company from any claim or cause of action arising out of the Company's verification of such information.

10. Employment Relationship. Employment with the Company is fixed term and will be subject to the termination procedures described in clause 3 and 11. Your job duties, title, compensation and benefits, as well as the Company's personnel policies and procedures, may change from time to time at the discretion of the Company, subject to applicable law.

- 11. Termination.** After the end of the probationary period, as described in Section 3 above, The employment may be terminated at one month's notice as per the end of every calendar day. The Company may terminate your employment without notice if the Company has just cause under applicable law; the Company may also suspend you pending the outcome of a disciplinary investigation. All benefits will cease upon termination of employment, subject to applicable law.
- 12. Garden Leave.** The Company may also place you on "garden leave" during any period of notice of termination or resignation of your employment. While on garden leave, the Company may: (a) require you to carry out different duties from your normal duties; (b) require you not to attend at work; (c) require you to cease carrying out your duties altogether or cease having any business dealings with the Company's employees, consultants, suppliers, customers and prospective customers; and/or (d) exclude you from any premises of the Company or any Group Company. During such period, you will continue to receive your salary and all contractual benefits provided by your employment, and you must continue to comply with clause 15 below.
- 13. General Obligations and Outside Activities.** As an employee, you will be expected to adhere to the Company's standards of professionalism, loyalty, integrity, honesty, reliability and respect for all. You will also be expected to comply with the Company's policies and procedures. While you render services to the Company, you agree that you will not engage in any other employment, consulting or other business activity without the written consent of the Company.
- 14. Data Privacy and Monitoring.** In the context of your employment, it is necessary for the Company to collect, use, and store certain personal information about you for administrative, management, compliance, and other purposes. Such personal data may also be transferred to others in the Company, Group Company, and/or third parties located outside of your country. In addition, any use by you of Group Company communications systems and equipment, including email and computers, must be in accordance with any policies that the Company or Group Company may issue from time to time, and must be work-related (unless otherwise provided in a policy applicable in your country of employment).

The collection, use, storage, and transfer of your personal data and the monitoring of your use of Group Company communications systems are described in more detail in the Data Privacy Notice included herein as **(Attachment B)**. It is important that you read and understand how your personal information will be used by Group Company before signing this Agreement.

By signing this Agreement, you hereby consent to such collection, use, storage, and transfer of your personal data and the monitoring and recording of your use of the Group Company's communications systems.

To the extent that you may have access to the personal data of others (within or outside Group Company) in the course of your employment with the Company, you also agree that you will strictly comply with all applicable data protection laws, regulations and guidelines and any policies issued by the Company or Group Company from time to time relating to data protection and privacy, and you acknowledge that the breach of any such rules is likely to be regarded as gross misconduct.

15. Miscellaneous.

- a. **Group Company.** The term "Group Company" in this Agreement shall refer to the Company and/or any of its current or future parent companies, subsidiaries, affiliates, successors or assigns.

- b. **Communications.** The Company may also deliver any documents related to your employment and request your consent to such documents by electronic means. You hereby consent to receive such documents by electronic delivery and, if applicable, to execute such documents via electronic signatures, click-through acceptance of terms, or other online system as may be established and maintained by the Company.
- c. **Severability.** The provisions of this Agreement are severable, and if any one or more of the provisions are determined to be illegal or otherwise unenforceable, in whole or in part, it shall nevertheless be enforced to the fullest extent allowed by law, and the remaining provisions shall not be affected.
- d. **Governing Law.** This Agreement will be governed by the laws of Switzerland, without giving effect to any conflict of laws principles.
- e. **Entire Agreement.** This letter supersedes and replaces any prior understandings or agreements, whether oral, written or implied, between you and the Company regarding the matters described in this letter.
- f. **Amendments.** Any amendments or supplementation of this employment agreement (including this Section) shall require a written form and must be signed by both parties. The written form may be dispensed only in writing.

This agreement has been entered into on the date stated at the beginning of it.

Marquistech Sàrl SÀRL



Prashant Jain

NAME: Prashant Jain
Title: Managing Director
Date: 15th October 2024

ACCEPTED AND AGREED:

NAME:
Date:

Attachment A: Job Description
Attachment B: Data Privacy Notice

Attachment A

Job Description

Job Title: Software Test Specialist

Report to: Company's Manager

Basic Function and Scope Responsibilities

- To conduct automated and manual testing of software of newly developed 4G/5G mobile phones
- To perform testing of different chipsets. The testing process includes sanity testing, functional testing, performance testing, regression testing and Stability testing.
- Excellent understanding of 3GPP specs for 3G/4G/5G technologies.
- Hands on experience of Android and Apple products like smartphones and smart watches.
- To perform 5G NR testing which includes Testing & R&D support related to Performance, Functionality, Usability, Communication Protocols Log analysis & debugging UE issues.
- To perform functional testing, regression testing, KPI testing, Data Throughput test, Battery Consumptions, Energy Efficiency, Spectral Efficiency, and overall device performance test.
- Perform live testing of DDS, FDN, CA logs in QXDM, 4G and 5G frequencies, flashing procedure and use of MSM tool, MODEM issue, Architecture of IMS & 4G, network log catch method, bug raising.
- Work on Test Tools/Network Simulators: QXDM, QCAT, QPST STT, ELT etc
- Perform Manual/Automation (Using smart tool) Stability Testing to get modem crashes on given PL and collect the crash through using QPCAT.

Attachment B

Data Privacy Notice

Personal Data

In the context of your employment, it is necessary for the Company to collect, use, store, and transfer (together, “**process**”) certain personal information (“**Personal Data**”) about you. Personal data is information relating to you (or from which you may be identified). This Personal Data includes: (1) **identification and contact information**, including name; date and place of birth; age; occupation, home, and email addresses and phone numbers; login identification and passwords for Company or Group Company systems; Group Company internal identification number; social security, national insurance number or other government identification numbers; citizenship/nationality, passport, visa, work authorization, and residency permit status; gender, marital or domestic partner status, and family information; photograph; and next of kin and/or emergency contact details; (2) **information relating to your job and work history**, including your business unit and management reporting structure; job title, level, function, and nature of your duties and responsibilities; employment status ; work-related

evaluations and assessments such as professional performance appraisals or reviews (including subjective or unstructured narrative comments); time and attendance records; years of service and work history; education, skills, and abilities; professional biography; training and development; and work-related grievances, internal investigations, including reports that may be submitted anonymously through a whistle-blowing procedure, and corrective action plans; disciplinary and conduct records; and job application data; (3) **payroll, administrative, and benefits-related information**, including compensation data (including salary deductions, child or spousal support payments or court-ordered garnishments/payments); certain financial information such as bank account numbers for direct salary deposit, company credit cards, expense accounts and reimbursement information; entitlement and participation in Company- or Group Company-related benefits such as health plans and pensions; insurance or pension beneficiary information; bonus or equity compensation program participation (including any brokerage account data, awards and enrollment information); medical information as it relates to job role, leaves, and benefits entitlements; (4) **physical and security system information**, including CCTV images, access records, systems use records, internet traffic data and IP address, records of documents and e-mails created by or relating to you, and other information obtained through electronic means; (5) **miscellaneous personal data**, including travel history, relationship to disputes or litigation in which the Group Company has an interest; intellectual property, patents and inventions; professional associations, memberships and affiliations; military service if required for benefits and/or leave administration; and information that may be collected or contained on Group Company-approved devices; and (6) **the above information as may be provided by you about members of your family and other dependents**. The Personal Data described in this section may also consist of “**Sensitive Personal Data**,” which includes, but is not limited to, information relating to trade union membership, health data and the commission or alleged commission of any criminal offence or the sentence in relation to any such offence.

Personal Data and Sensitive Personal Data are together referred to herein as “**Data**.”

Purposes

We process your Data only to the extent that such data concerns your suitability for your job or are necessary for the performance of the employment contract. The purposes for which the Company processes Data include: (1) meeting the Group Company’s legal and regulatory obligations, such as the payment of payroll, income, foreign, or other taxes; complying with immigration, work permit, and health and safety obligations; and providing a working environment free from unlawful discrimination and complying with other employment legislation; (2) maintaining and improving effective human resources management and complying with the Company’s contractual obligations under an employment agreement, service contract, or otherwise, including administering salary, bonuses, health and other benefits, leave entitlements, and expense tracking and budgeting; (3) allocating work, tracking assignments, determining qualifications for specific projects, and providing for and monitoring training requirements and professional development, as well as facilitating employee performance evaluations, disciplinary and grievance hearings; (4) monitoring compliance with contractual obligations, Company and Group Company policies and codes of practice; complying with management reporting requirements; facilitating internal investigations and preventing and detecting crime; (5) maintaining one or more internal and external employee directories with information such as name, photo picture, position/title and location, work contact information, and reporting lines; (6) due diligence in the event of a potential sale of part or all of the Company, its business, or any part of the Group Company or other corporate restructuring or transaction; (7) responding to data requests and other preparation in the context of potential or actual litigation or other investigation.

Access and Review

From time to time, the Company may ask you to review and update your Data. You may access and update your Data more frequently if you wish, and, in some instances, you may have rights under

applicable laws and regulations to access such Data. If you would like to exercise these rights or receive more detailed information, please contact us as indicated below. We may require you to provide information from which we can satisfy ourselves as to your identity.

Transfer

As the Company is part of a larger Group Company operating internationally, the Company may transfer Data to its own operations or to other subsidiary or affiliated companies located outside of your country for further processing for the purposes described above and to streamline, harmonize, and increase the quality, timeliness, accuracy, and security of Data throughout the Group Company. In particular, data may be transferred to Group Company's databases for human resources information housed by Marquistech Sàrl in Switzerland and may be accessed elsewhere.

Your Data will only be accessible to authorized persons and/or departments of the Company or the Group Company with a legitimate need to access and process such data for the above-mentioned purposes.

Likewise, the Company may also transfer Data to third parties outside the Group Company, including:

(1) governmental and regulatory bodies such as tax and labor authorities and law enforcement, when required by applicable laws, to prevent and detect crime or in connection with corporate restructuring or transaction; (2) legal and tax advisors, auditors, and other outside professional advisers; (3) potential purchasers of or investors in part or all of the Company, its business, or any or part of any affiliated entity; (4) vendors that provide products or services to the Company or a related entity, such as technology suppliers, medical practitioners, relocation services, and private health companies; and (5) Company clients. Personal Data in the internal employee directory may also be accessed, within and outside your country, by employees of the Company or a related entity, as well as by authorized third parties.

Recipients of the transfers described above may be located in countries where data protection laws and regulations differ from those in your jurisdiction. To the extent these recipients are located outside Switzerland that has not been recognized as providing an adequate level of data protection, we ensure that appropriate safeguards aimed at ensuring such a level of data protection are in place (e.g. by means of appropriate contracts such as recognized standard contractual clauses) unless an exception of this requirement applies (e.g. where disclosure is related to the conclusion or the performance of a contract or required to safeguard an overriding public interest or for the establishment, exercise or enforcement of legal claims).

Control and Monitoring

Subject to compliance with applicable laws, the Company and Group Company may control and monitor your use of Group Company's communication systems and equipment (including its telephone, mobile phone, voicemail, e-mail or computer systems) without further notice to ensure that the law, as well as Group Company's rules, are being complied with and for other legitimate business purposes. Any use by you of the Group Company's communication systems and equipment shall be in accordance with any policies that the Group Company may issue from time to time. Private communications should be conducted outside of working hours, away from the Company's premises and without using Group Company's communication systems or equipment. Where permissible, your communications on the Group Company's communication systems and equipment may be used as evidence in disciplinary or legal proceedings against you.

Retention of Personal Data

We keep and process your Data for as long as it is necessary for the performance of our contractual obligations and compliance with legal obligations or other purposes of the processing. We will retain your Data for the duration of your employment as well as beyond this duration in accordance with legal obligations and for evidence and documentation purposes. Data may also be retained during a pending legal dispute and during legal prescription periods.

Dependents

If you provide the Company with Data about members of your family and/or other dependents, such as information related to health and other benefits that they may obtain through your employment; it is your responsibility to obtain the consent of these individuals (provided they are legally competent to give their consent) for the processing (including transfer) of that Data by the Company as set out in this notice. By providing your family and/or other dependents' personal information you confirm that you have obtained their consent and, with respect to any individuals not legally competent to give consent, you consent on their behalf (and you confirm that you have the authority to do so).

Company Contact Information

To request access to or to amend your Data, or to ask any questions related to this Notice or the Company's privacy practices, you should notify the Company by contacting HR.

By signing below, I acknowledge that I have read and understood the above information and hereby offer my freely given, explicit, and unambiguous consent to:

- **Process my Personal Data and Sensitive Personal Data as described above; and**
- **Transfer my Personal Data and Sensitive Personal Data as described above, including to the United States of America and such jurisdictions where data protection laws and regulations may differ from those in my jurisdiction.**

I have provided (or will provide) Data to the Company about my family and/or other dependents, I also confirm by signing below that I have obtained their explicit consent to the Processing (including transfer) of that Data, with respect to any individuals not legally competent to give consent, I consent on their behalf (and I confirm that I have the authority to do so)

Signature:

A handwritten signature in blue ink, appearing to read "Avinash Gulabrao Sanas". The signature is written over a date stamp that reads "08/11/2025".

Name: AVINASH GULABRAO SANAS

Date: 08/11/2025