



19th April 2025

Mr. Muhammad Bagas HW,
Jakarta, Indonesia.

Dear Muhammad,

Sub: Contract Letter

With reference to your discussion with us, we are pleased to offer you the position of **Test Engineer** with Marquistech Pte. Ltd (hereinafter referred to as “Marquistech”).

You will be stationed at **Jakarta, Indonesia**

The Agreement is from **21st April 2025 to 20th April 2026**. It may extend if needed. You will be paid remuneration of **7,150,000 IDR** per month (consolidated).

All terms and conditions will remain the same as mentioned in your contract letter.

Best Wishes,

For PT MARQUISTECH,

A handwritten signature in black ink that reads "Rishabh Rawat". The signature is written in a cursive style and is enclosed in a thin black rectangular border.

Mr. Rishabh Rawat
Human Resource Department

I have read and understood the terms and conditions of the contract (including the terms and conditions of the Annexures) and am happy to accept contract extension.

Signature:

Date:

PT MARQUISTECH

Crosscoop Jakarta Centennial Tower 35th Floor, Jl Jend gatot Subroto, Kav 24-25 Jakarta 12930

Annexure - I

1. 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.
2. No other expenses like personal Parking, Lunch, and Fuel, Entertainment or any other Miscellaneous expense will be reimbursed unless agreed or approved over in writing/email with Manager.
3. You shall manage your taxes locally and are responsible to be legally compliant to any tax rules. Company will not pay your Insurance, Social Security charges, and any other charges & benefits.
4. Maximum working hours will be 8 hours, no overtime will be paid.
5. Do not use client Sim Card for personal use, if you are using amount will be deducted from your remuneration.
6. No THR – yearly EID bonus. We will provide BPJS i.e Govt health insurance. Minimum Mandatory Travel 180 days in a year. You will be ready to be onsite for 3 months or more to any location allotted. Flexible to work in day / night shifts. You should contribute independently.

7. Clause for Banking fees and exchange rate:

Remuneration transfer will be done by Bank outside of **Jakarta, Indonesia**. Conversion rate to local currency will be as per your bank exchange rate and PT MARQUISTECH do not have any control or influence on this exchange rate. PT MARQUISTECH will not reimburse any bank fee charged by your bank. You are obligate to pay any bank transaction fees Any SIM or Test van expense will be paid and approved only if customer has approved the requirement.

8. Place of posting: Jakarta, Indonesia

However, during your employment with the company, you may be posted / transferred to any of the client's offices / projects / divisions/ departments / units of the company existing or to be set at any other location in India or abroad, without any additional remuneration. (in case any changes in remuneration Management and Human Resources department will convey you the same) Such a posting will not entail you to become an employee of the client's organization at any time unless specifically agreed to by both Marquistech and their client(s).

9. All terms and conditions governing your agreement with PT MARQUISTECH are incorporated in this contract letter. Any other commitment either verbal or otherwise by any official of PT MARQUISTECH made will not be binding the organization unless such commitments are incorporated in this letter.

10. Leaves

You are entitled to 10 (Ten) days' leaves annually. We shall not pay you in lieu of untaken holiday. Any leave must be taken for such period and at times mutually agreed between you and your reporting manager. Leave cannot be carried forward for next year. Leave and compensatory off cannot be encashed in any circumstances. Leaves should be planned in advance. Leave needs to be earned every month.

11. Notice Period:

Your employment can be terminated by Marquistech at any time by giving you notice of 30 (Thirty) days' in writing or lieu of payment. The employee if willing to terminate the employment shall do so by giving a written notice of 30 (Thirty) days. However, under no circumstances the employee is at liberty to terminate this Contract during the period of the Agreement for Training Program signed and executed at the time of joining. Marquistech shall have the sole discretion to accept the employee's resignation and relieve an employee on determination or early termination of the agreement. Buyout clause is available only if organization agrees.

Marquis may terminate this agreement by giving 30 days' notice in writing or lieu of payment, In case of ramp down of project/project end/project completion from client.

In the event that you want to terminate your employment with the Company, while on a project at customer/client site in India or abroad you will require to give a minimum of 30days' notice, to enable smooth transition and transfer of technology. The actual date of release will be mutually decided by Management with the concerned client and your Manager.

***You will have to pay penalty of your 1 month salary in case you resign before contract gets completed.

***You will not get any exit letters (Relieving and experience letter) in case you resign before completing this contract.

12. 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 PT MARQUISTECH or thereafter. In the event of you contravening this confidentiality provision while in service of PT MARQUISTECH or thereafter then PT MARQUISTECH will be at liberty to initiate appropriate legal proceedings.

13. 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 PT MARQUISTECH, except with the prior written approval of the Authorized Person of PT MARQUISTECH . Detailed NDA enclosed which will be signed by you before joining.

14. 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 by you alone or jointly with any other person or persons while in your association with PT MARQUISTECH, in connection with or in any way affecting or relating to the business of PT MARQUISTECH or capable of being used or adapted for use therein or in connection therewith shall forthwith be disclosed to PT MARQUISTECH and shall belong to and be the absolute property of PT MARQUISTECH.

- 15.** You will be responsible for the safe keep and the return in good condition and order, of all property such as equipment, computers, books, etc., which may be in your use, custody, care or charge. PT MARQUISTECH shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as PT MARQUISTECH deems proper in the event of your failure to account for such property to the satisfaction of PT MARQUISTECH.

16. Clause for Non-Compete:

Non-Compete: You covenant and agree that, during the term of your employment with the Company and for twelve (12) months after the termination thereof, regardless of the reason for the employment termination, you will not, directly or indirectly, anywhere in the Territory, on behalf of any Competitive Business perform the same or substantially the same Job Duties.

Not to make available any document either prepared by me or brought to my attention/ consideration during the tenure in PT MARQUISTECH., to any person connected with the industry or otherwise. Not to make available any document after the removal of the logo of the organization PT MARQUISTECH. and other associates to camouflage the document. You shall not divulge any knowledge information etc. acquired during the tenure at PT MARQUISTECH You shall not inform anyone of the business activities of PT MARQUISTECH. either as of now or projected and planned for the future.

Not to solicit my colleagues in PT MARQUISTECH both currently working and those who have worked in the past, in PT MARQUISTECH and associated companies, to offer their own services for some other company or induce them to secure the services of other people.

Not to solicit my colleagues both present and past in PT MARQUISTECH. to recommend others – Associated with PT MARQUISTECH, for services in any other organization.

You shall not offer any comments on any activities of PT MARQUISTECH or individuals working in PTMARQUISTECH., under any circumstances particularly to the competition.

17. Non-Solicitation of Clients:

You agree that you will not, without the prior written consent of the Employer, at any time during your Employment with the Employer or for a period of 1 year from the termination of your employment however Caused (whether your employment is terminated by you or the Employer and whether with or without cause or in breach of this Agreement), either individually or through any company controlled by you and either on Your own behalf or on behalf of any person competing or endeavoring to compete withthe Employer, directly or indirectly solicit, endeavor to solicit or gain the custom of, canvass or interfere with any person who is a Client of the Employer as at the date of termination of your employment or use your personal knowledge of or influence over any such client to or for your own benefit or that of any other person competing with the Employer.

18. Non-Solicitation of Employees:

You agree that you will not, without the prior written consent of the Employer, at any time during your employment with the Employer or for a period of 1 year from the date of termination of your employment however, caused (whether your employment is terminated by you or the Employer and whether with or without cause or in breach of this Agreement), either individually or through any company controlled by you and either on your behalf or on behalf of any other person competing or endeavoring to compete with the Employer, directly or indirectly solicit for employment, or endeavor to employ or to retain as anindependent contractor or agent, any person who is an employee of the Employer as of the date of termination of your employment or was an employee of the Employer at any time during 1 year prior to the termination of your employment.

After being relieved from your duties and responsibilities, you will not, directly or indirectly, anywhere in the Territory, on behalf of any Competitive Business perform the same or substantially the same Job Duties. Not to make available any document either prepared by me or brought to my attention/\consideration during the tenure with company to any person connected with the industry or otherwise. shall not inform anyone of the business activities of Company either as of now or projected and planned for the future.

19. Social Media Policy:

You covenant and agree that, during the term of your employment with PT MARQUISTECH the and after your employment with PT MARQUISTECH 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, the employee of PT MARQUISTECH 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. You agree and understand there is 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 PT MARQUISTECH.

20. You will be governed by the rules and regulations of employment established by Marquistech and general work practices, which will be in force from time to time.

21. Company Property:

You will be responsible for the safe keep and return in good condition and order, of all property such as

Devices, testing equipment, Inventory assets (prototypes, chargers, testing equipment's, chipsets, sim cards, headphones, etc.) , Laptop, laptop charger / Desktop, ID, Access Card, Client site ID, Access card if any, Pedestal Keys (desk_file cabinets, other, etc., which may be in your use, custody, care or charge, Dongles, Travel Cards, Any other assigned Marquistech or Client assets .Incase loss of any Marquistech property company shall have the right to deduct the monetary value of all such things from any final monetary settlement due to you, and take such other action, as Marquistech deems proper in the event of your failure to account for such property to the satisfaction of Marquistech.

22. Clause for Termination for Non-performance and misconduct:

Your services are liable to be terminated without any notice or salary in lieu thereof for nonperformance, misconduct, non-compliance, Fraud/False documents, Fraud/False Identity, Inadequate and insufficient required documents, without being exhaustive and without prejudice to the general meaning of the term “misconduct” in the case of reasonable suspicion of misconduct, disloyalty, commission of an act involving moral turpitude, any act of indiscipline or inefficiency.

Also your services may be terminated due to Lack of job related skills, Improper character or Attitude. Integrity issues, or any other reason that the company believes renders the employee unsuitable for continuing employment with the company.

Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term “misconduct” in the case of reasonable suspicion of misconduct, disloyalty, and commission of an act involving moral turpitude, any act of indiscipline or inefficiency.

Carrying any type of weapon like Gun, knife or any other form of weapon which can cause fear or physical harm to human is not allowed to be carried when on the job/assignment of Marquistech

23. Homologation Work:

As per the policy of Marquistech, we expect all our employees to devote their full-time attention and efforts to the business of company. We clearly disapprove of any employee directly or indirectly engaging himself/herself in or devoting any time or attention to any part-time employment or business or monetary position other than that of Marquistech. While working with Marquistech, you cannot do any freelancing or any other private work related to Mobile Field testing or homologation process you are required to provide exclusive services to the Company.

Part-time work is restricted while working with Marquistech. In specific cases, e.g. writing for a magazine / journal, speaking at various forums etc explicit permission from Marquistech has to be taken prior to your engaging in such activity. At any time, if it is found that there is any breach of this condition on your part, your services are liable to be terminated at the sole discretion of Marquistech

24. Post Resignation or Post Contract Expiration:

As an employee/contractor of the Marquis Technologies, 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 Marquis Technologies, 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).

You acknowledge that you have fully read the contents of this Agreement in English language and in case there is any language barrier you have translated the documents from advice of counsel of your choice.

Any disputes arising out of this agreement shall be governed by the laws applicable in India Legal process and legal formalities will be done from Mumbai, Indian court for both the parties.

I have read and understands the meaning of each provision of this Agreement and my signature below constitutes my acceptance of each term of the Agreement with full knowledge and conscience.

My signature below constitutes my acceptance of each term of this undertaking with full knowledge and conscience.

Annexure II

Non-Disclosure Agreement

I agree to be bound by obligations detailed in this personal Non Disclosure Agreement in connection with my designation as **Test Engineer** and any other tasks and/or assignments. I may perform for and to PT MARQUISTECH. including its affiliated companies [and representatives] (hereinafter “ PT MARQUISTECH”).

Within the scope of this personal Non-Disclosure Agreement I shall possibly receive or have access to nonpublic information (including but no limited to intellectual properties, business, economic, financial, technical, electronic and commercial data as well as names, addresses, lists and or any other data and / or personal data of employees, etc owned by or relating to PT MARQUISTECH. or other companies of the PT MARQUISTECH - group or affiliates, sub-contractors, other contractors and/or customers of PT MARQUISTECH. or any other information of PT MARQUISTECH. in respect of which PT MARQUISTECH. is under any obligation of confidence to third party (herein after the

“information”). Such information may be in verbal, written or any other materialized form (including but not limited to photos, slides, video tapes, computers diskettes, CD-ROMS etc).I hereby agree to keep the information or any part thereof in whatever forms strictly confidential and I shall not disclose or otherwise may available the information to third parties (including but not limited to my employer, representatives or advisor of the employer or my colleagues/workmates) without the prior written consent of PT MARQUISTECH . nor make copies of information nor store it (in electronic form or otherwise) especially I acknowledge that any and all information that may be available from computers or databases of PT MARQUISTECH or its employees, officers, directors or agents, disclosed to me orally in internal / external discussions of such PT MARQUISTECH. employees, officers, directors or agents or otherwise available, shall be deemed especially sensitive confidential information of PT MARQUISTECH. which I shall not disclose to any one or use for any purposes.

I also agree not to use information without the prior written consent of PT MARQUISTECH., for any purpose other than for the purpose of fulfilling my duties under the order. Furthermore, I agree to return all information in my possession in whatever form to PT MARQUISTECH upon expiration or termination of the order without retaining any copies in whatsoever form thereof. Furthermore, I recognize that all the information received during or related to the order and all copies or other materialized form of such information including but not limited to photos ,plans , slides, video tapes, computer diskettes , CD-ROMs etc, remain the sole property of PT MARQUISTECH . and/or its licensor’s confidential and proprietary rights and to provide reasonable assistance to PT MARQUISTECH. to secure patents, copyrights or other forms of protection for such rights, title, interest and intellectual property rights as belonging to PT MARQUISTECH . in any country of the world. I also agree the sub- contractor may disclose information regarding us under our relationship for confidential us by PT MARQUISTECH. This Non-Disclosure Agreement shall be valid during the whole term of the order and shall remain in force after the termination thereof as long as the information becomes public knowledge.



Should I violate any provision of this Non- Disclosure agreement is shall pay PT MARQUISTECH as liquidated damages the amount of Euro 100,000/- (One Hundred Thousand Euro Only). I fully understand and agree that the payment of this liquidated damages would not be sufficiently remedy for any breach of obligations under this Non- Disclosure agreement and PT MARQUISTECH. shall also be entitled to specific performance and injunctive relief as well as to consequential, special, incidental, punitive or indirect cost, damages or expenses of any kind and compensation for loss of profit, business or goodwill as remedies for anysuch breach.

Payment of the liquidated damages does not release me from obligation under this Non- Disclosure agreement

I hereby give my consent to PT MARQUISTECH. or third parties on behalf and under direct authority of PT MARQUISTECH. to process my personal data as deemed appropriate and necessary in the operations of PT MARQUISTECH. in connection to the purpose of the Non-Disclosure agreement and undertakings related to it. This process will be done in compliance with PT MARQUISTECH guidelines and applicable legislation. I acknowledge that as a global company, PT MARQUISTECH. has international sites throughout the world and to the extent necessary the personal data related to me be sent to any site within PT MARQUISTECH . I herby give my consent that my personal data being transferred and processed electronically by third parties or on servers located outside of the country where I originally entered the information. Any transferring and processing of personal data is done under the direct authority of PT MARQUISTECH. and under a strict confidentiality obligation and by protected technical means.

Place:

Date:

Signature of Deputed Personnel: _____

Name in BLOCK LETTERS:

PT MARQUISTECH

Crosscoop Jakarta Centennial Tower 35th Floor, Jl Jend gatot Subroto, Kav 24-25 Jakarta 12930