

Employment Contract

This contract of employment shall be read in conjunction with your employment agreement dated 02nd December 2019. We are pleased to offer you the position of **Specialist Software Test Engineer** with **Marquis Technologies LTD**. You will be transferred to work in Hong Kong for a duration of 1 year.

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

- 1. Commencement of Employment †** Effective from 23rd December 2024

✓ for a fixed term contract for a period of 2 years, ending on 22nd December 2026

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 23rd December 2024 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.

- 3. Position and Section Employed** **Specialist Software Test Engineer**

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

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

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

- 7. Rest Days †** ✓ On every **2 day a week**, with pay

- 8. Wages**

(a) wage rate † Basic wages of **Hong Kong Dollar 29000 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

9. Holidays

The Employee is entitled to:

- ✓ public holidays

Paid Annual Leave †

- ✓ The Employee is entitled to 7 paid annual leave 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 3 day(s) or below, an appropriate medical certificate in support of the sick leave **is / is not required* ^{note}.
 - If the number of sickness days taken is 2 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)

17. Mandatory Provident Scheme †

Fund 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.

- In addition to the mandatory contribution**, the Employer provides monthly voluntary contribution to the Mandatory Provident Fund Scheme **in the amount of \$ _____ / at a rate of 5 % of the Employee's monthly wages.*
- In addition to the mandatory contribution**, the Employee provides monthly voluntary contribution to the Mandatory Provident Fund Scheme **in the amount of \$ _____ / at a rate of 5 % of the Employee's monthly wages.*

19. 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.

(If applicable) Additional rules and regulations, rights, benefits or protection promulgated under _____ the _____ **Company Handbook* / _____
also form part of this contract.

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: Omkar Mahesh Dingankar

Name in full: Sukhpal Singh Jain

Hong Kong I.D. No.: _____

Position held: Director

Date: 07-11-2024

Date: _____



Chop of the Company