

5th December 2025

Mr. Ajinkya Dave,
Weverstede 699,
3431JX, Nieuwegein,
The Netherlands.

Dear Ajinkya,

Sub.: Employment Contract (Open-Ended) – Marquis Technologies B.V.

We are pleased to inform you that your employment with Marquis Technologies B.V. for the position of **Specialist – Engineering** has been converted into a **full-time, open-ended (permanent) contract**.

Your permanent employment will continue effective **23rd January 2026**.

The terms of this assignment letter (including the terms contained in the Annexures) are strictly confidential between you and Marquis Technologies B.V.,

Best Wishes,

For Marquis Technologies B.V.,

A handwritten signature in blue ink that reads 'Prashant Jain'.

Prashant Jain
Managing Director
pjain@marquistech.com

Annexure - I

1. The working hours amount to 40 hours per week. The working week runs from Monday up to Friday (8 hours per day). You are not required to work overtime. However, if there is overtime, it will be compensated for by leisure time.
2. Joop Geesinkweg 501, 1114AB Amsterdam-Duivendrecht.
3. Attached to this Agreement is a job description (Annexure II). The attached job description forms an integral part of this Agreement. You will acknowledge the contents thereof by signing this Agreement.
4. This Agreement and all connected agreements between Marquis Technologies B.V., and you, are subject to Dutch law and the competent court shall be exclusively entitled to settle any dispute.
5. Expenses which are related to projects like test van, driver, sim card and logistic fees like courier or purchase of any inventory items will be reimbursed as per the approval.
6. No other expenses like personal Parking, Lunch, and Fuel, Entertainment or any other expense will be reimbursed unless agreed or approved over in writing/email.
7. The 30% ruling is a Dutch tax facility that allows 30% of gross salary to be paid tax-free. The remaining 70% is taxed normally. 30% Ruling will depend on government approval and changes will be effective after the government approval only.
8. **Salary and other benefits:**
You will be paid a fixed gross salary of € 75000 (Seventy-five thousand) per annum excluding 8% holiday allowance, based on a 40- hours work week. Your fixed gross salary, subject to statutory deductions, is payable by the last working day of each month.
9. **Holiday allowance:**
You are entitled to 20 working days paid vacation per year and can be taken with prior approval. For period of employment for less than a year in any given vacation year and/or the working hours do not equal a full working week (at least 40 hours), the number of vacation days will be calculated on a pro rata basis. The vacation year will be considered from 1st January up to and including 31st December of each year. Your fixed gross salary above excludes employee's 8% vacation allowance. Your accrued vacation allowance will be paid out on a monthly basis simultaneously with your salary, subject to statutory deductions.
10. **Healthcare Insurance:**
Marquis Technologies B.V., will pay the employers tax ('werkgeversheffing') to the Healthcare Insurance Act ('Zorgverzekeringswet'), to the extent legally required.

11. Incapacity for work

In case of illness and/or incapacity for work, with reference to the Dutch civil code, you will remain entitled to continued payment of 70% of your current monthly salary during the first 104 weeks of illness and/or incapacity for work. In case of illness and/or incapacity for work, you should immediately inform Marquis Technologies B.V. If you are not present at the offices on the first day of your illness and/or incapacity for work, the aforementioned information should be given to Marquis Technologies B.V by 10 am.

12. Duration of the contract:

This Agreement has been entered into as a permanent (open-ended) employment contract, effective from 23rd January 2026, with no defined end date. Your employment will continue unless terminated in accordance with the applicable laws and company policies.

13. Notice period for ending of employment or termination of contract:

Your employment with Marquis Technologies B.V. may be terminated by the Company only in accordance with applicable Dutch employment law and with due observance of the statutory notice period. Unless a longer notice period applies by law at the time of termination, the notice period for the Company shall be one (1) month.

In the event that the project to which you are assigned is completed, discontinued, or wound up, this shall not automatically result in termination of employment. In such cases, the Company may initiate termination in accordance with Dutch law, observing the statutory notice period of 30 days and, where required, obtaining approval from the UWV or the court, or by entering into a mutual termination agreement (vaststellingsovereenkomst).

Notwithstanding the above, in the event of an urgent cause (dringende reden), as defined under Articles 7:677 and 7:678 of the Dutch Civil Code, including but not limited to serious misconduct, breach of trust, or gross negligence, the Company may terminate the employment with immediate effect (summary dismissal), without notice and without any entitlement to compensation.

If you wish to terminate your employment, you are required to provide the Company with one (1) month's written notice, unless a longer statutory notice period applies. The Company may, where legally permitted, relieve you from the performance of duties during the notice period, while continuing to pay salary and statutory benefits in accordance with Dutch law.

14. Confidentiality:

In the performance of your duties, you will come to possess information about and have access to (written or unwritten or in whatever form) the Company's operations, processes, plans, clients, suppliers, etc. 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 Marquis Technologies B.V., or thereafter and shall always remain the property of the Company. In the event of you contravening this confidentiality provision while in service of Marquis Technologies B.V., or thereafter then Marquis Technologies B.V., will be at liberty to initiate appropriate legal proceedings.



15. 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 Marquis Technologies B.V. except with the prior written approval of the Authorized Person of Marquis Technologies B.V., You shall be obligated to the provisions of the detailed NDA enclosed herewith which shall be signed by you before joining.

16. Intellectual Property Rights:

Any product development, process, discovery, plan, specification, program, design, process, adaptation, concept 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 Marquis Technologies B.V., in connection with or in any way affecting or relating to the business of Marquis Technologies B.V., or capable of being used or adapted for use therein or in connection therewith shall forthwith be disclosed to Marquis Technologies B.V., and shall belong to and be the absolute property of Marquis Technologies B.V., as owner thereof.

17. Company Property:

You will be responsible for the safe keep and the return in good condition and order, of all property such as equipment, mobile phones, computers, books, etc., which may be in your use, custody, care, possession or charge and shall promptly whenever requested by the Company and in the event upon termination of your employment (for whatsoever cause) deliver or return to the Company or to its authorized representative. Marquis Technologies B.V., 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 Marquis Technologies B.V., deems proper in the event of your failure to account for such property to the satisfaction of Marquis Technologies B.V.

18. 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 world, on behalf of any Competitive Business/client perform the same or substantially the same Job Duties.

You shall not make available any document either prepared by you or brought to your attention/consideration during the tenure in Marquis Technologies B.V., to any person connected with the industry or otherwise.

You shall not make available any document after the removal of the logo of the organization Marquis Technologies and other associates to camouflage the document. You shall not divulge any knowledge information etc. acquired during your tenure at Marquis Technologies B.V. You shall not inform anyone of the business activities of Marquis Technologies B.V., either as of now or projected and planned for the future.

Non-Solicitation: You shall not solicit your colleagues in Marquis Technologies B.V., both currently working and those who have worked in the past in Marquis Technologies B.V., and associated companies, to offer their own services for some other company or induce them to secure the services of other people.

You shall not offer any comments on any activities of Marquis Technologies B.V., or individuals working in Marquis Technologies B.V., under any circumstances particularly to the competition.

15. Non-Solicitation of Clients:

You agree that you will not, without the prior written consent of the Marquis Technologies B.V., at any time during your employment with us or for a period of 1 (One) year from the termination of your employment however caused (whether your employment is terminated by you or Marquis Technologies B.V., 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 endeavouring to compete with the Employer Company, directly or indirectly solicit, endeavour to solicit or gain the custom of, canvass or interfere with any person who is a client of the Employer Company 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 Company.

16. Non-Solicitation of Employees:

You agree that you will not, without the prior written consent of the Marquis Technologies B.V., at any time during your employment 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 us 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 Marquis Technologies B.V., directly or indirectly solicit for employment, or endeavour to employ or to retain as an independent contractor or agent, any person who is an employee of Marquis Technologies B.V., as of the date of termination of your employment or was an employee of Marquis Technologies B.V., at any time during 1 (One) 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 world, on behalf of any Competitive Business perform the same or substantially the same Job Duties.

17. Social Media Policy:

You covenant and agree that, during the term of your employment with Marquis Technologies B.V., and after your employment with Marquis Technologies B.V., 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, currently the employee of Marquis Technologies B.V., and pursuant to your employment, 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. on social media platforms.

You agree and understand you have 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 Marquis Technologies B.V.

Annexure II

Roles and Responsibilities:

- Understanding of all the Test cases.
- Field Testing and Mobility in cab/car
- Getting ready all the IT system with tools/test cases
- To set up a fully equipped and operational workstation.
- Meeting with University students and local telecommunication engineer.
- Establish a local team by recruiting local engineers.
- Provide on the job training on wireless Handset testing on 5G,4G, VoLTE, WCDMA
- Provide training on testing different chipsets like INTEL, MTK, and Qualcomm.
- Working on researching on local Telecom market and Software quality.
- Meet potential customers and explore further business opportunities in the area of mobile network configuration and mobile devices testing.
- To obtain new testing projects and execute as per customer needs.
- Discussing with R&D team for modem and RF related issues.
- Coordination with the technical teams for new enhancements/issue resolution.
- Lead important projects that require providing experienced project team members with instruction, guidance, and advice in all aspects of the project to ensure delivery of quality outcomes.
- Responsible for creating and maintaining infrastructure necessary for the growth of the company in Netherlands.
- To lead, drive and monitor all maintenance and cost savings activities related to facilities including facility maintenance and thereby ensuring sufficient focus on optimizing cost of facility infrastructure while maintaining reliability, both in terms of operations and capital investments.
- Identify key engineering initiatives based on customer requirements, network requirements, and new services and assess the technical/infrastructure feasibility.
- Provide customers with service enhancement recommendations, conduct regular meetings with customers, establishing a full understanding of the customers business and drivers to map against current service requirements and future needs.

Note: Your work does not limit to the above Roles and Responsibilities it can vary according to the project as the aforesaid Roles and Responsibilities are not exhaustive.

Annexure III

Non-Disclosure Agreement

I agree to be bound by obligations detailed in this personal Non-Disclosure Agreement in connection with my designation as **Specialist in Engineering** and any other tasks and/or assignments. I may perform for and to Marquis Technologies B.V., including its affiliated companies [and representatives].

Within the scope of this personal Non-Disclosure Agreement I shall possibly receive or have access to non-public information (including but not 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 MARQUIS TECHNOLOGIES B.V. or other companies of the MARQUIS TECHNOLOGIES B.V. - group or affiliates, sub-contractors, other contractors and/or customers of MARQUIS TECHNOLOGIES B.V. or any other information of MARQUIS TECHNOLOGIES B.V. in respect of which MARQUIS TECHNOLOGIES B.V., 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 make available the information to third parties (including but not limited to my employer's representatives or advisor of the employer or my colleagues/workmates) without the prior written consent of MARQUIS TECHNOLOGIES B.V. 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 MARQUIS TECHNOLOGIES B.V. or its employees, officers, directors or agents, disclosed to me orally in internal / external discussions of such MARQUIS TECHNOLOGIES B.V. employees, officers, directors or agents or otherwise available, shall be deemed especially sensitive confidential information of MARQUIS TECHNOLOGIES B.V., 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 MARQUIS TECHNOLOGIES B.V., for any purpose other than for the purpose of fulfilling my duties under the employment of the Company. Furthermore, I agree to return all information in my possession in whatever form to MARQUIS TECHNOLOGIES B.V., upon expiration or termination of the employment without retaining any copies in whatsoever form thereof. Furthermore, I recognize that all the information received during or related to the employment 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 MARQUIS TECHNOLOGIES B.V., and/or its licensor's confidential and proprietary rights and to provide reasonable assistance to MARQUIS TECHNOLOGIES B.V., to secure patents, copyrights or other forms of protection for such rights, title, interest and intellectual property rights as belonging to MARQUIS TECHNOLOGIES B.V., in any country of the world.



This Non-Disclosure Agreement shall be valid during the whole term of the employment 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 I shall pay MARQUIS TECHNOLOGIES B.V., 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 MARQUIS TECHNOLOGIES B.V., 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 any such breach. Payment of the liquidated damages does not release me from obligation under this Non- Disclosure Agreement.

I hereby give my consent to MARQUIS TECHNOLOGIES B.V., or third parties on behalf and under direct authority of Marquis Technologies B.V., to process my personal data as deemed appropriate and necessary in the operations of Marquis Technologies B.V., in connection to the purpose of the Non-Disclosure Agreement and undertakings related to it. This process will be done in compliance with Marquis Technologies B.V., guidelines and applicable legislation. I acknowledge that as a global company, Marquis Technologies B.V., has international sites throughout the world and to the extent necessary the personal data related to me be sent to any site within Marquis Technologies B.V. I hereby give my consent to 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 Marquis Technologies B.V., and under a strict confidentiality obligation and by protected technical means.

Place:

Date:

Signature Employee:

Name in BLOCK LETTERS: