



CONTRACT OF EMPLOYMENT

This contract dated **16 April 2026** sets out particulars of the terms and conditions under which **Goldtech Resources Pte Ltd** whose registered office is **627A Aljunied Road #07-10 Biztech Centre Singapore 389842**, (hereinafter called "The Company") and **Bojireddy Soujanya**, NRIC No: **S8477350F**.

1. Commencement Date of Employment

Your employment with the company shall commence on **27 April 2026** until **26 April 2027**.
This is a renewable contract subjected to your performance and mutual agreement

2. Job Title

You will be employed as **Manual Tester** at client's office OR IN SUCH OTHER CAPACITY WITHIN Singapore as the Company may from time to time required. The location of the employment shall be at the above address or in any other location operated by the client.

3. Remuneration

Your monthly basic salary is **\$5,500.00**. Such salary will be paid in arrears on the 7th day of the following month. You shall be entitled for performance bonus equivalent to one (1) month basic salary only upon completion of one (1) year of service from the date of your employment. The maximum performance bonus payout shall be one month and will be determined based on performance criteria established by the client and is at the sole discretion of the client. No bonus shall be payable for i) unsatisfactory performance by contract staff and/or ii) premature termination of contract. All remuneration payable to you will be subjected to the prevailing provisions of the Central Provident Fund Act (Cap. 36) and the Income Tax Act (Cap. 134).

4. Overtime

Any extra hours worked will be compensated with time off in lieu, subject to approval. Overtime pay is not applicable.

5. Working Hours

Your working hours with one hour of break time, will be commuted to you by the client.

6. Annual Leave

Your basic annual leave entitlement is fourteen (14) days per contract year (12 months) with the Company, shall only be entitled to a pro-rated amount of leave for each incomplete contract year of service. You are eligible for the claim only upon completion of your three (3) months of service from the date of your employment. Any leave taken during the 1st three (3) months of your employment will be deemed as unpaid. Outstanding or unconsumed leave shall not be encashed. No carry forward of leave to the following contract year if unused.

7. Sick Leave & Hospitalisation Leave

You shall be entitled to sick leave of up to fourteen (14) days and sixty (60) days for paid hospitalisation leave per contract year (12 months). The 60 days of paid hospitalisation leave includes the 14 days paid outpatient sick leave entitlement. You are eligible for the claim only upon completion of your three (3) months of service from the date of your employment. Any leave taken during the 1st three (3) months of your employment will be deemed as unpaid. Sick leave application must be supported by a medical certificate. Hospitalisation leave must be certified by a medical practitioner who can admit patients into an approved hospital (as stipulated in MOM's website: (<https://www.mom.gov.sg/employment-practices/leave/sick-leave/eligibility-and-entitlement>)). Failure to provide a medical certificate or hospital certification would result in no pay leave. You are eligible to reimburse medical expenses capped to \$30 per claim, capped to \$360 per contract year.

8. Childcare Leave

You shall be entitled to childcare leave as per MOM guidelines, the Company may pro-rate childcare leave based on the duration of employment. You are eligible for the claim only upon completion of your three (3) months of service from the date of employment.

9. Insurance Program

As a staff of Goldtech Resources, you shall be covered under the Company Insurance Program. Insurance policy does not cover dental & maternity expenses.



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10. Termination of Employment

Your employment will be subjected to termination as follows:

- (a) Either party may terminate this contract by serving a written notice with **one (1) month** notice or payment of a sum equivalent to **one (1) month** salary in lieu of notice. You may not use any accrued leave to shorten the notice period, without prior approval of the management.
- (b) Termination notice of employment will also apply to non-renewal of this contract
- (c) It is a further condition that if, at any time, your standard of work performance is considered unacceptable or unsuitable for the role or for any breach of disciplinary conduct, your service may be terminated with immediate effect without notice payment.
- (d) The Company may terminate your employment if you have been guilty of conduct tending to bring yourself or the Company into disrepute or shall have committed an act of bankruptcy or compounded with his creditors generally.

11. Prohibition

You shall not either during your employment or thereafter:

- (a) Observe with the utmost secrecy, your salary, confidential information statistical and operating data and any vital information pertaining to the Company's products, dealings and affairs, and shall not make known such information to anyone without the consent of the Company whether during or after your employment with the Company.
- (b) Directly or indirectly disclose or communicate to any person or use for his/her own or another benefit, any of the trade secrets, confidential, technical, marketing, commercial, product, business or other information of the Company or any associated Company, which the employee acquired during his/her employment.
- (c) Should not be involved in any private business activities which would result in conflict of this employment interest.
- (d) Accept any employment, appointment or position which would involve the use or disclosure of any confidential information.

12. Restrictive Covenant and Confidentiality Agreement

With the signing of this Contract, you shall enter into a Non-Disclosure Agreement and Confidentiality Agreement with the Company attached separately.

13. Direct Engagement with the Client

- (a) During your tenure with the Company and for a period of one year following the conclusion of your employment, regardless of the circumstances leading to your departure, you are prohibited from actively seeking or enticing any employees, customers, or potential customers whom you interacted with or influenced during your employment.
- (b) Any potential extension or conversion of employment with the Client will be communicated through the Company and you are obligated to inform us both during and for one year following the conclusion of your employment.

14. Security Clearance

This offer is made on the condition that you have to clear the Casino Special Employee License (CSEL) before commencement or continuation of this employment contract. As a requirement for the CSEL, you will agree to submit all required documents within the stipulated timeframe by Gambling Regulatory Authority (GRA). With the signing of the Personal Release Authorisation form, you agree to allow authorized officers & agents to conduct background checks, including interviews and evaluation. In the event that you are not cleared for the Casino Special Employee License, this employment contract will cease with immediate effect.

15. Governing Law

The governing law of the agreement between us shall be the Law of Singapore and both parties agree to submit to the jurisdiction of the Courts of Singapore.

After accepting the offer letter from Goldtech Resources, if you fail to join the Company on the agreed date of your own account then you will be breaching the contract with the company, and if, you are not able to complete 3 months of service with the Company, in which case, you agree to pay a penalty which is equivalent to 1 month salary to the Company.

If you agree and accept the terms and conditions set out above regarding your employment, please acknowledge your acceptance and return the same to us.

For Goldtech Resources Pte Ltd

Name: Aw Say Wee
Position: Director
Date:

Agree to and accept with the
express intent to be legally bound

B. Soujanya

Name: Bojjireddy Soujanya
Position: Manual Tester
Date: 19/04/2026