



Multipro Private Limited

28/2 Sanyo Road P. M. B. 167, Community 1, Tema - Ghana. Tel: 0303 311 107 / 057 030 0000

Re: Executive Employment Contract (Expatriate)

The following Contract constitutes the commitment on the part of Multipro Private Limited of Ghana with office in 28/2, Sanyo Road, PMB 1, Heavy industrial area, Tema, Ghana (herein after named Employer) and Ms. Vaishnavi Sinha, (herein after named Employee), being the parties to this Employment Contract.

The following Terms and Conditions shall apply:

1. TITLE AND DESIGNATION

The Employee's designation for this assignment shall be Management Trainee, with Multipro Pvt. Ltd. Accra, Ghana.

2. SALARY

The Employee's monthly remuneration in Ghana will be Ghana Cedis equivalent to USD 550/month. In addition US\$1,500/month will be payable to his/her external account to be advised by him/her. The tax liability on the local salary will be that of the employer while the Employee will be responsible for the tax liability on his offshore remuneration. The off-shore compensation will be settled on a quarterly basis.

3. LOCATION

The Employee will be located at Accra in Ghana initially subject to re-location to any of the branch offices or to any of the Company in Ghana.

4. TERM OF THE EMPLOYMENT

The employment shall be for a period of 12 (Twelve) months from the date of commencement of the employment.

5. COMMENCEMENT OF THE EMPLOYMENT

The employment will commence from the day you report for duty at Accra, Ghana.

6. OTHER TERMS AND CONDITIONS

Other terms and conditions of the Employment are as per the attached.

The parties to this Contract of Employment set their signatures on 9th day of August 2024, as below to signify the acceptance of terms and conditions contained as above and the attached annexure.

For Multipro Private Limited

Ms. Vaishnavi Sinha

Authorised Signatory

Employee



Directors: Harkishin Ghanshamdas Aswani (Singaporean), Manish Goyal (Indian), Shumit Kapoor (Indian), Gerald Kanyi Mahinda (Kenyan), Robert Dijiit Chanmugam (Australian)



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During the term of his employment, the Employee shall not carry on any business or occupation directly or indirectly without the written consent of the Employer.

7. **BENEFITS**

- a. **TRANSPORT:** The Employee will be provided with a chauffeur driven Company maintained vehicle for both official and personal use.
- b. **MEDICAL EXPENSES:** Actual medical expenses of the Employee incurred in Ghana, shall be reimbursed, subject to a maximum of one month's salary during each year of employment. However, for the purpose of reimbursement, medical expenses related to dentures, any sexually transmitted disease, spectacles and gynecological related treatment are excluded. The Company shall also include the Employee and his/her family (if staying with him in Ghana) in the Group Emergency Evacuation Insurance Scheme.
- c. **LEAVE/AIR PASSAGE:** During the tenure of this contract of employment, the Employee shall be entitled to 30 Calendar days' leave after 1 month of completed service, together with free economy class air passage for self and family up to Employee's hometown. In case the employment is determined in accordance with clause 3 herein before, the employer shall bear the cost of air passage for his/her C family's repatriation. The choice of the airline will be the one that provides the most economical air fare by the shortest and direct route to the destination.

Accrued leave, if any, cannot be paid out in cash, unless prior written consent is obtained from the Employer.
- d. **ACCOMODATION:** Free furnished accommodation according to the Employee's grade status will be provided in the country of assignment. The selection of such accommodation will be at the entire discretion of the Employer.
- e. **UTILITIES:** All utility charges such as Water, Electricity Charges and Security at residence shall be reimbursed to the Employee.
- f. **TELEPHONE:** The Employer will endeavor to provide a Telephone at residence. The Employer will pay for all local telephone calls and official overseas calls. All overseas personal calls will be to the account of the Employee.
- g. **HARD/SOFT FURNISHING:** The Employee will be provided normal hard and soft furnishing according to the grade. The budget for such furnishing shall be at the entire discretion of the Employer.
- h. **OTHERS:** The Employee will be reimbursed with the school fees as per the Company policy applicable in Ghana.



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8. OTHER TERMS AND CONDITIONS

For the purposes of this contract, the term “Family” means the spouse and children below the age of 18 years living with and dependent on the Employee in Ghana.

During the period of employment with the Employer, the Employee shall be required (except during authorized holidays) to give the whole of his time and attention to the service of the Employer and should not (without the Employer’s consent) engage or become interested in any other trade, business or occupation, except as shareholder or debenture holder in a Company.

The Employee will keep the secrets of the Company, its subsidiary companies and any company, firm or person with whom the Company or any of its subsidiary companies may at any time during the continuance of employment be in commercial or technical co-operation or association. Such undertaking binds the Employee expressly both during the period of employment by the Employer, and also at all times after its termination, not to divulge any such secrets or confidential information acquired in consequence of the employment with the Employer to the detriment or prejudice of any of them.

During the tenure of this contract, the Employee shall divulge to the Management all information, pertaining to business interests and/or to personnel employed by any of the Group companies that he/she may come to know or possess from any source, which could affect/benefit the Company or the Group.

The Employee will not (except in the normal course of the business of the Employer) publish any literature, deliver any lecture or make any communication to the press relating to Employer’s products or any matter with which the Company may be concerned, unless he has previously applied to and obtained permission from the Employer.

Any Employee wishing to raise a question on any matter affecting his own employment should, in the first instance discuss it with the person to whom he is immediately responsible, if not satisfied, with the person to whom his superior is responsible. In not satisfied with the outcome of this decision, he may raise the matter with the higher levels of management.

The parties to the Contract signify their acceptance of the above terms and conditions on the 09th day of August 2024, by annexing their signatures as below.

For Multipro Private Limited

Authorised Signatory

Mr. Vaishnavi Sinha

Employee



Directors: Harkishin Ghanshamdas Aswani (Singaporean), Manish Goyal (Indian), Shumit Kapoor (Indian), Gerald Kanyi Mahinda (Kenyan), Robert Diljit Channmugam (Australian)