

## EMPLOYMENT LETTER

Date: 04/05/2021

Dear Applicant,

Mercer Consulting Limited is pleased to offer employment in the following terms:

**1. Position:** Your initial position would be (official Data Entry) and initially reported to Mrs. Julai George, this is a Full-time position. While serving the Company, you may still engage in any other type of employment, consulting or other business activities (on a Full time or Part-time basis) that would not create any conflict of interest with the Company. By signing this letter of agreement, you confirm to the Company that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company.

**2. Cash Compensation:** The company start-up payment is \$30 per hour and the training salary is \$25 per hour per week, which is paid in accordance with the Company's standard payroll schedule.

**3. Employee (s) Benefits.** As a regular employee of the Company, you will be eligible to participate in a series of benefits sponsored by the Company. In addition, you will be entitled to vacation paid in accordance with the Company's holiday policy, as indeed from time to time.

**4. Stock options:** Subject to the approval of the Company's Board or its Clearing Committee, it will be granted an option to purchase 2 common shares of the Company (Option), the exercise price per share of the Option will be determined By the Board of Directors or the Clearing Committee when the Option is granted. The Option would be subject to the terms

and conditions applicable to the options granted under the Company's 2020 Share Plan (the "Plan"), as described in the Plan and the applicable Stock Option Agreement. You will acquire 25% of the shares of the Option after 12 months of continuous service, and the balance will be invested in equal monthly installments for the next 36 months of continuous service as described in the applicable Share Option Agreement.

**5. Employment relationship:** Employment with the Company is not for a specific period of time. Your employment with the Company will be "at will," which means that you or the Company may terminate your employment at any time and for any reason, with or without cause. Any contrary statement that may have been made to you is superseded by this letter agreement. This is the complete and complete agreement between you and the Company within this term. Although your duties of work, title, compensation and benefits, as well as Company personnel policies and procedures, may change from time to time, the "at will" nature of your employment can only be changed in an express written agreement signed by You and a duly authorized officer of the Company (other than you).

**6. Tax matters. (A) Withholding:** All forms of compensation referred to in this letter of agreement are subject to reduction to reflect applicable withholding and payroll taxes and other deductions required by law. **(B) Tax advice:** You are encouraged to obtain your own tax advice regarding your compensation from the Company. You agree that the Company has no obligation to design its compensation policies in a manner that minimizes its tax liabilities and will not make any claim against the Company or its Board of Directors relating to the tax liabilities arising from its offset.

**7. Interpretation, Amendment and Execution.** This letter of agreement is the entire agreement between you and the Company, contains all the terms of your employment with the Company and supersedes any prior agreement, representation or understanding (whether written, oral or implied) between you and the Company. This letter agreement may not be amended or modified except by an express written agreement signed by you and a duly authorized officer of the Company. The terms of this letter of agreement and the resolution of any dispute over the meaning, effect, performance or validity of this charter agreement or arising out of, relating to or in any way related to this charter agreement, your employment with the Company Or any other relationship between you and the Company (the "disputes") will be governed by US law, excluding laws relating to disputes or choice of law. You and the company submit to the exclusive personal jurisdiction of the federal and state courts located in any country in connection with any dispute or any claim related to any dispute. You may indicate your agreement to these terms and accept this offer by signing and dating the agreement letter and returning it to me with a valid License. This offer, if not accepted, will expire at the close of business on 04/13/2021.

Full Name of Employee: ..... Employee Signature / Date: .....

Kind Regards

Mercer Consulting Limited ®

A handwritten signature in blue ink, appearing to read "J. J. J.", written in a cursive style.

**Director of operations.**

