



RECRUITMENT AND MANAGED TALENT SERVICE AGREEMENT

This Recruitment Outsourcing and Services Agreement (hereinafter, the “**Agreement**”) is made on the **Wednesday, 21st of September 2022** (the “**Effective Date**”).

BETWEEN

- (1) **GLINTS PTE. LTD.** (UEN:201323539H), a company incorporated in Singapore with its registered address at #05-01, Block 71, Ayer Rajah Crescent, Singapore 139951 (“**Glints**”); and
- (2) [**Eon Labs Ltd**] (UEN: [**not available**]), a company incorporated in [**Canada**] with its registered address at [**180 Chesterfield Avenue, North Vancouver, Canada V7M 0A4**] (the “**Client**”).

(hereinafter jointly referred to as the “**Parties**” and individually as a “**Party**”).

WHEREAS:

- (A) The Client wishes to engage the services of a human resources recruitment and services agency for the purpose of retaining the services of a team of technology professionals in the countries where Glints (and/or its Affiliates) is located and providing human resources management services in relation to such individuals.
- (B) Glints has expertise in the recruitment of technology professionals in the countries where Glints (and/or its Affiliates) is located and is able to provide human resources management services in that territory.
- (C) Glints Singapore Pte Ltd, a wholly owned subsidiary of Glints, is a licensed Employment Agency (EA Licence: 20C0196) in Singapore.

IT IS AGREED as follows:

1. Subject to the provisions of the Glints Standard Terms & Conditions which are expressly incorporated as an integral part of this Agreement, the Client agrees to engage Glints to source suitable candidates for the Client and provide human resource management services in relation to these individuals.
2. All correspondences or notices required or permitted to be given under this Agreement shall be given in the English language and sent to the representatives of the Parties (“**Representatives**”) below:



Glints:

Name: Patrick Alan Borek
Designation: Business Development
Email: Patrick@glints.com
Telephone: +62 811 700 9753

Client

Name: [Terry Li]
Designation: Director of Operations
Email: terry@eonlabs.com
Telephone: +1-604-300-8878
Email for Invoicing: careers+invoice@eonlabs.com
Contact Person for Invoicing (Name/Phone Number): Terry Li/+1-604-300-8878

- 3. Notwithstanding Clause 2 above, the Parties may also communicate via Glint’s online platform at the website address “www.glints.com”.
- 4. This Agreement constitutes the entire agreement between the Parties and supersedes all prior negotiations, representations, and agreements in relation to the services and other matters it covers and supersedes all prior agreements, understandings, and representations with respect thereto, including any confidentiality agreements, previously delivered. Unless prohibited by law, no term, condition, or warranty is implied except as expressly provided in this Agreement.
- 5. Each of the Parties represents that the person signing this Agreement on its behalf is expressly authorized to execute the Agreement and to bind each of the Parties to the terms of the Agreement.

IN WITNESS WHEREOF this Agreement is executed by the Parties hereto on the date first above written.

**For and on behalf of
the Client**

.....
Name: Terry Li
Designation: Director of Operations

**For and on behalf of
Glints**

.....
Oswald Yeo Hexiang
Chief Executive Officer
EA Personnel Reg. Number: R1768796



Glints Standard Terms and Conditions

Application of this Agreement

1. This Agreement applies to candidates who apply for positions with a Client directly in response to a posted listing managed by Glints on the Glint's website (www.glints.com) and which does involve any recruitment or human resource management services by Glints.
2. Unless otherwise agreed, in the event of any conflict between the terms of these Glints Standard Terms and Conditions and the Recruitment Outsourcing and Services Agreement, the terms of the Glints Standard Terms and Conditions shall prevail.
3. Where used in this Agreement, the term "**Affiliate**" shall refer to any company, partnership or other legal entity (other than a natural person) which from time to time directly or indirectly Controls, is Controlled by or is under the common Control with, Glints, where "Control" means that Glints has the legal power to direct, or cause the direction, of the general management of the company, partnership or other legal entity, and the term "**Affiliates**" shall be construed in a similar manner.

Recruitment Process

4. From the Effective Date, the Client shall, from time to time during the term of this Agreement, provide Glints (and/or its Affiliates) with job descriptions based on the Client's manpower requirements.
5. Glints (and/or its Affiliates) shall promote and advertise job descriptions provided by the Client with the intention of engaging suitable candidates to provide services to the Client. Prior to any promotion or advertisement of any job description, Glints (and/or its Affiliates) shall be entitled to make such amendments to the job descriptions received from the Client where necessary for editorial or administrative purposes.
6. Glints (and/or its Affiliates) shall conduct an initial screening process to shortlist candidates based on the Client's requirements (the "**Shortlisting Process**"). Glints (and/or its Affiliates) shall have sole and absolute discretion in the conduct of the Shortlisting Process and shall only be required to present to the Client details of candidates whom Glints (and/or its Affiliates) has shortlisted.

7. Following the Shortlisting Process, Glints (and/or its Affiliates) shall provide reasonable detail on the shortlisted candidates to the Client to enable the Client to make a decision on whether any such candidate meets the Client's job description and requirements. Such detail may include, but not be limited to, the candidates' resume or online profile. Details on such shortlisted candidates may be provided to the Client via Glint's website, email, or through an online or mobile messaging service.
8. After having reviewed the information on shortlisted candidates and conducting any further screening or interviews as the Client may require, the Client shall notify Glints (and/or its Affiliates) of any candidate which it determines to be acceptable. Glints (and/or its Affiliates) shall then make an offer on behalf of the Client to any acceptable candidate for engagement by Glints (and/or its Affiliates), to service the Client. Glints (and/or its Affiliates) does not represent or warrant that any candidate will remain available for any period of time. Glints (and/or its Affiliates) shall not be obliged to make any offer or to engage any candidate unless or until the Client notifies Glints (and/or its Affiliates) that a candidate is acceptable. Unless or until the Client notifies Glints (and/or its Affiliates) that a candidate is acceptable, Glints (and/or its Affiliates) reserves the right to shortlist any candidate for and provide such candidate's information to any other client of Glints (and/or its Affiliates).
9. Upon acceptance by a candidate of an offer by Glints (and/or its Affiliates) on behalf of the Client to engage the candidate, Glints (and/or its Affiliates) shall engage such candidate ("**Employee Candidate**") to provide services on an exclusive basis to the Client. The fees and deposit as defined in Standard Terms 31 to 38 below (the "**Fees**") shall be payable in accordance with the terms of the relevant provision.
10. Subject to the payment of the relevant Fees, Glints (and/or its Affiliates) shall:
 - (a) act as an employer of record to the Employee Candidate and manage the relevant labour and tax compliances on behalf of the Client;
 - (b) provide office space and high-speed internet access for the Employee Candidate (If needed);

- (c) manage the payment of the Employee Candidate's remuneration (including bonuses and other benefits, as determined by the Client) to such person in full amount and on time as described in the employment agreement with such Employee Candidate;
- (d) compute and pay the necessary amounts, including but not limited to social insurance, health insurance, pension, personal income tax and other amounts as required by the prevailing applicable laws of the location where the Employee Candidate and the relevant Affiliate are domiciled; and
- (e) provide employee management services (to manage the Employee Candidate's leave and to provide administrative supervision of the Employee Candidate).

immigration laws in the form of all activities instructed by the Client to the Employee Candidate.

Confidentiality

- 15. The Parties shall keep confidential all information (written or oral) concerning the business or affairs of the other Party that is marked confidential, which relates to any candidate, or is clearly by its nature confidential ("**Confidential Information**"), which such Party may receive during the continuance of this Agreement and shall take all reasonable steps as shall from time to time be necessary to ensure compliance with the confidentiality provisions under these Standard Terms 31 to 38 by its officers, employees, agents or permitted sub-contractors.
- 16. Each Party undertakes only to disclose (to its representatives, advisors and any subcontractors only and not to any other third party) such Confidential Information relating to the other Party as is reasonably required for the purposes of performing its obligations under this Agreement and only to such representatives, advisors, and sub-contractors with whom it has informed of the confidential nature of the Confidential Information, and each Party will only use (or permit the use by its representatives, advisors, and sub-contractors of) the Confidential Information received by it for the purposes contemplated by this Agreement.
- 17. For the purpose of this Agreement, "**Confidential Information**" shall not include:
 - (a) information that is or becomes public other than through a breach of this Agreement,
 - (b) information that the receiving Party obtains from a third party not under any confidentiality obligation in respect of such information;
 - (c) information that the receiving Party, at the time of disclosure, already has in its possession and that is not subject to any obligation of secrecy on their part to the disclosing Party;
 - (d) information that is independently developed by employees of the receiving Party who had no access to the information disclosed by the disclosing Party; or
 - (e) information that the other party is required to disclose by law, regulation, or order of a court of competent jurisdiction or for the purpose of legal or administrative proceedings provided that the disclosing Party shall inform the other Party of the information which is required to be disclosed and the reason therefore and shall consult

Client's Responsibilities

- 11. The Client shall provide Glints (and/or its Affiliates) with job descriptions and information on any requirements, with reasonable detail to enable Glints (and/or its Affiliates) to perform the recruitment activities contemplated under this Agreement. Glints (and/or its Affiliates) shall be entitled to decline to promote or advertise job descriptions provided by the Client where it decides, in its discretion, that such descriptions are too vague or ambiguous, contain terms which may be discriminatory (including but not limited to discrimination on the basis of race or religion) or which may otherwise be in breach of the laws (including labor laws) of any applicable jurisdiction.
- 12. The Client shall conduct any screening or review of shortlisted candidates in a prompt & responsive manner, and wherever possible, provide Glints (and/or its Affiliates) with notification that a candidate is acceptable within seven (7) days of Glints (and/or its Affiliates) sending the Client the reasonable detail on any shortlisted candidate.
- 13. Glints (and/or its Affiliates) shall be entitled to rely on any information provided by the Client to Glints (and/or its Affiliates) as being accurate and complete in all material respects and shall not be responsible to evaluate or verify such information.
- 14. In the event where the Employee Candidate is located/going to Singapore by the client's request, The Client shall assist Glints (and/or its Affiliates) to ensure that any work done by an Employee Candidate in Singapore shall be compliant with labor and immigration laws in Singapore. The Client shall not instruct an Employee Candidate to engage in any activities which may be in breach of any applicable law of Singapore. Glints (and/or its Affiliates) shall not be liable for any violation of Singapore's labor and

with the other Party in good faith as to the disclosure required.

The Client shall remain liable to pay Glints (and/or its Affiliates) any applicable Fees where the Client directly engages a candidate in breach of this Agreement.

Data Protection

18. Each Party shall be responsible for compliance with any applicable legal requirement concerning data protection or data privacy, including under the Personal Data Protection Act (No. 26 of 2012 of Singapore), at its own cost.
19. The Client agrees that it shall not disclose any Personal Data in relation to any candidates to any third party. The Client shall have in place reasonable security arrangements and appropriate technical and organizational measures to protect the Personal Data in its possession or under its control against any accidental, unlawful, or unauthorized destruction, loss, access, collection, use, disclosure, copying, modification, disposal or similar risks.
20. The Client shall permanently delete any Personal Data in relation to any candidate which Glints (and/or its Affiliates) sends to it but whom the Client decides not to accept for the purposes of this Agreement within thirty (30) days of Glints (and/or its Affiliates) sending such information to the Client.
21. For the purposes of this Agreement, “**Personal Data**” shall mean any data, whether true or not, about an individual who can be identified from that data, or from that data and other information to which the Party has or is likely to have access.

Intellectual Property

22. All intellectual property conceived or made by Employee Candidates during the term of their engagement by Glints (and/or its Affiliates) for the Client under this Agreement shall belong to the Client. Glints (and/or its Affiliates) shall assign and agree to assign, or procure that its Affiliate(s) to assign, all interest therein to the Client or its nominee. Whenever requested to do so by the Client, Glints (and/or its Affiliates) will, at the Client's expense, execute any and all applications, assignments, or other instruments which may be reasonably necessary to give effect thereto.
23. Glints (and/or its Affiliates) shall, where reasonably necessary, also procure the Employee Candidate to, at the Client's expense, execute any and all applications, assignments, or other instruments which may be reasonably necessary to give effect thereto.

Candidate Validity

24. Subject to the terms of this Agreement, the Client shall not directly engage any shortlisted candidate within one (1) year from the receipt of information of such candidate provided by Glints (and/or its Affiliates).

25. Where information on a candidate is first sent by Glints (and/or its Affiliates) to the Client, the Client shall decline to accept any applications from or information in relation to that candidate whether directly by that candidate or through any other entity engaged in the same or similar business to Glints (and/or its Affiliates).

Termination

26. The Client shall notify Glints (and/or its Affiliates) where it determines, in its discretion, that it no longer requires the services of any candidate (“**Employee**”) which Glints (and/or its Affiliates) has engaged to service the Client. Such notification shall be made in writing via email, mail, or through Glint's website.
27. The Client shall provide Glints (and/or its Affiliates) with at least one (1) month's notice of its decision to discontinue the services of any Employee candidate. Where no notice is provided, the Client shall be responsible for the payment of one (1) month's salary in lieu of notice.
28. Either Party may terminate this Agreement by providing the other Party with one (1) month's notice of such termination whereupon Glints (and/or its Affiliates) shall terminate the employment of the Employee or discontinue his or her services (as the case may be).
29. Where the Client directly informs an Employee candidate that it wishes to discontinue the services of such candidate, it must immediately inform Glints (and/or its Affiliates) of the same. Glints (and/or its Affiliates) may continue to charge the Client for Monthly Fee(s) (as defined below) payable in relation to such candidates where it has not received notice of such decision to discontinue service.
30. Where the Client fails to pay a Monthly Fee payable to Glints (and/or its Affiliates) for a period of fourteen (14) days after the due date, Glints (and/or its Affiliates) shall be entitled to terminate this Agreement, forfeit any deposits, and/or terminate the employment of any Employee candidates engaged to service the Client. The Client shall be liable for any salary in lieu of notice, and any other amount payable to the employees up to and including the date of such termination.

33.1 In the event the employment or services of any Employee is discontinued or terminated for whatever reason, the Client shall be liable for any amount payable to the Employee up to and including the date of such termination whether under the prevailing local

labour regulations applicable to the Glints (and/or its Affiliates) or otherwise, including without limitation any salary in lieu, severance payment, long service payment.

Fees

31. The Client shall pay Glints (and/or its Affiliates) a monthly fee for each candidate which the Client has been found to be acceptable and who accepts Glint's offer of engagement.
32. Upon engagement of a candidate to service the Client, the Client shall pay to Glints (and/or its Affiliates) a deposit equivalent to the Monthly Fee of each candidate ("**Deposit**") on the same date as the placement fee. The deposit belongs to the Client and will be used for the client's outstanding invoice or will be refunded 100% if not used.
33. Glints (and/or its Affiliates) will send the Deposit invoice on the day when the candidates sign the offer letter and employment agreement, issued by Glints (and/or its Affiliates). The Client shall pay this Deposit invoice 5 working days before the candidate's join date. If the candidates fail to join the company, Glints (and/or its Affiliates) will refund 100% of the Deposit.
34. In the event the Client failed to pay this Deposit invoice on the due date, Glints (and/or its Affiliates) reserve the right to postpone the Employee candidate's start date and will have the right to terminate the Employee candidate's offer letter and employment agreement after default on payment for the next 10 days.
35. The Client shall pay a monthly fee that is invoiced by Glints (and/or its Affiliates) on the first week of each month to the Client (the "**Monthly Fee**") upon the provision of the candidate's information to the Client for the Client's review. The Monthly Fee shall be determined based on a separate sales quotation ("**Sales Quotation**"). The Monthly Fee shall be payable no later than the 25th day of each calendar month.
36. For the Monthly Fee invoice, if the Client fails to pay on the 25th day of a month, Glints (and/or its Affiliates) will give a 3 day grace period until the 28th. After that, Glints reserves the right to impose a late payment penalty of SGD 30 per day. All the penalties collected will be paid prorated to all the hired employees of the Client. This will act as compensation for the postponement of the salary due to late payments.
37. Glints (and/or its Affiliates) will pay salaries to candidates only after receiving the payment from the Client.

38. To mitigate the currency volatility, Glints (and/or its Affiliates) will quote the Monthly Fee in SGD or USD based on the location of the Employee Candidate, using the following fixed rate of

1 SGD = 10,000 IDR / 16,500 VND / 20.00 TWD / 3.0 MYR; or

1 USD = 14,000 IDR / 22,500 VND / 27.50 TWD / 1.32 SGD / 4.0 MYR,

where applicable. Glints (and/or its Affiliates) reserves the right to adjust the rate every year without the Client's consent.

Taxes

39. Each fee is exclusive of service tax/GST.
40. The Client shall pay to Glints (and/or its Affiliates), in addition to the Placement / Monthly fee, a sum equal to the prevailing GST chargeable on the provision to the Client of any Service by Glints (and/or its Affiliates) in accordance with the prevailing tax regulation in Singapore.
41. Except where provided for otherwise, the Client shall be responsible for all taxes, duties, levies, and other similar charges (and any related interest and penalties), however, designated (hereinafter referred to as "Taxes"), arising out of or in connection with any Service, including but not limited to, any tax which the Client is required to withhold or deduct from payments to Glints (and/or its Affiliates).

Replacement Guarantee

42. For your replacement guarantee to remain valid, the Client must (i) notify Glints (and/or its Affiliates) in writing within 7 days of the resignation or termination of the Employee Candidate.
43. Any replacement shall be strictly based on the Client's original requirements and shall only be applicable to full-time positions for which candidates are engaged. Internships, part-time employment, and temporary employment are ineligible for the aforementioned guaranteed.

Legal Relationship of Engaged Candidates

44. Depending on the location, Employee Candidates engaged to service the Client shall be engaged by Glints' Affiliates to work for the Client on an exclusive basis.
45. Based on clause 44, Glints shall procure that its Affiliates and candidates employed by its Affiliates observe the terms of this Agreement.

46. The engagement of an Employee Candidate by Glints (and/or its Affiliates) on behalf of the Client will follow the prevailing labour regulation (which will be updated by Glints (and/or its Affiliates) from time to time. Some examples of the labour regulation are provided in Annex A for reference.

signed by each of the Parties and delivered to the other Party.

Independent Contractor

47. The services provided by Glints (and/or its Affiliates) under this Agreement are provided as an independent contractor. Nothing in this Agreement shall be construed as creating the relationship of principal and agent, joint venturers, or employer and employee, between Glints (and/or its Affiliates) and the Client.

Non-Assignment

52. The Client may not assign its rights and/or obligations under this Agreement without the prior written consent of Glints (and/or its Affiliates) or save as expressly provided herein. Glints has the right to assign its rights and/or obligations under this Agreement to one of its Affiliates without the prior written consent of any other contractual party to this Agreement.

Contracts (Rights of Third Parties) Act

48. Except as expressly provided for in this Agreement, a person or entity that is not a Party to this Agreement shall have no right to enforce any of its terms under the Contracts (Rights of Third Parties) Act (Cap. 53B) of Singapore.

No Consequential Damages

53. No Party or any of its Affiliates shall be liable for indirect, incidental, or consequential damages suffered by the other Party hereto, or for punitive damages with respect to any term or subject matter of this Agreement, even if informed of the possibility thereof in advance. This limitation applies to all causes of action, including breach of contract, breach of warranty, negligence, strict liability, fraud, misrepresentation, and other torts.

Non-Waiver

49. In no event shall any delay, failure or omission on the part of either of the Parties in enforcing, exercising or pursuing any right, power, privilege, claim, or remedy, which is conferred by this Agreement, or arising under this Agreement, or arising from any breach by the other Party to the Agreement of any of its obligations hereunder, be deemed to be construed as, a waiver thereof or of any other such right, power, privilege, claim or remedy, in respect of the particular circumstances in question, or operate so as to bar the enforcement or exercise thereof, or of any other such right, power, privilege, claim or remedy, in any other instance at any time or times thereafter.

Force Majeure

54. Neither Party including their Affiliates shall be liable for any delay in delivery or non-delivery of any service contemplated under this Agreement, in whole or in part, caused by the occurrence of any contingency beyond the control of that Party, including but not limited to, strikes, lockouts, industrial disputes, fires, civil disobedience, riots, floods, diplomatic impasse and acts of God. The Party which is unable to perform its obligations for reasons under this provision shall immediately notify the other and take all reasonable steps to overcome the force majeure occurrence at the earliest.

Severability

50. Notwithstanding that the whole or any part of any provision of this Agreement may prove to be illegal or unenforceable the other provisions of this Agreement and the remainder of the provision in question shall remain in full force and effect. The Parties shall use all reasonable endeavours to replace the invalid or unenforceable provision by a valid and enforceable substitute provision the effect of which is as close as possible to the intended effect of the invalid or unenforceable provision.

Limitation of Liability

55. Subject to any applicable law, the Client shall not recover from Glints (and/or its Affiliates), in contract or tort (including negligence), under statute or otherwise, aggregate damages in excess of the Placement Fee actually paid to Glints (and/or its Affiliates) under this Agreement in relation to each candidate.

Counterparts

51. This Agreement and any amendments hereto may be executed by the Parties in one or more separate counterparts, all of which shall be considered one and the same agreement, and shall become effective when one or more such counterparts have been

Governing Law

56. This Agreement and any non-contractual matters or obligations arising out of this Agreement or the services contemplated herein shall be governed by and construed in accordance with Singapore law.

57. Any dispute arising out of or in connection with this Agreement, including any question regarding its existence, validity, or termination, shall be referred to and finally resolved by arbitration administered by the Singapore International Arbitration Centre (“SIAC”) in

accordance with the Arbitration Rules of the Singapore International Arbitration Centre ("**SIAC Rules**") for the time being in force, which rules are deemed to be incorporated by reference in this provision. The seat of the arbitration shall be Singapore. The Tribunal shall consist of one (1) arbitrator. The language of the arbitration shall be English.

Annex A – Example of Employment Law

Location	Applicable Labour Laws
Singapore	<p>Singapore Employment Act sets the points as follows:</p> <ul style="list-style-type: none"> • Minimum annual leave are as follows <ul style="list-style-type: none"> • 7 days for employees employed for less than 1 year • 8 days for employees employed for less than 2 years • for each additional year of service employed, the employee is entitled to one more day of annual leave compared to the previous year • For such individual events like marriage, maternity, birth, and death of family members, there will be an additional leave allowance depend on the written legal law. • Minimum termination notices are as follows <ul style="list-style-type: none"> • 1 day for employees employed less than 26 weeks • 1 week for employees employed for more than 26 weeks but less than 2 years • 2 weeks for employees employed for more than 2 years but less than 5 years • 4 weeks for employees employed for more than 5 years <p>Singapore employer contributions and benefits:</p> <ul style="list-style-type: none"> • Central Provident Fund (CPF)
Indonesia	<p>Indonesian Labour Law Act No. 13 the Year of 2003 which sets the points as follows:</p> <ul style="list-style-type: none"> • Standard working hours of eight hours a day, forty hours a week for five workdays in a week (applicable for the full-time position). • The annual leave is no shorter than 12 workdays if the candidate works for 12 months consecutively. For such individual events like marriage, maternity, birth, and death of family members, there will be an additional leave allowance depend on the written legal law. • Employers must pay candidates who they have employed continuously for 12 months or more additional months' wage at least one week before their religious holiday (Hari Raya). Candidate with three to 12 months of continuous service. <p>Indonesia employer contributions and benefits:</p> <ul style="list-style-type: none"> • BJPS Health • BJPS Pension • Hari Raya Allowance (1-Month Salary) • Employment Tax
Vietnam	<p>The Labour Code (amended) 2012 adopted by the National Assembly of the Socialist Republic of Vietnam which sets the points as follow:</p> <ul style="list-style-type: none"> • Any employee who has been working for an employer for 12 months is entitled to fully-paid annual leave of 12 working days for employees who work in regular working conditions; The annual leave of employee shall increase by 1 additional day for every 5 years of employment with the same employer. • For such individual events like marriage, maternity, birth, and death of family members, there will be an additional leave allowance depend on the written legal law. • Employers commonly pay candidates who they have employed continuously for 12 months or more additional month's wage at least one week before Tet (Lunar New Year) equivalent to 1-month salary. Candidates with three to 12 months of continuous service will be given prorated based on the service length. <p>Vietnam employer contributions and benefits:</p> <ul style="list-style-type: none"> • Health insurance • Social insurance • Unemployment insurance • Trade union • Vietnam Chinese New Year Allowance (1-Month Salary)

Taiwan	<p>The Labor Standards Act adopted in Taiwan sets the points as follows:</p> <ul style="list-style-type: none"> ● Employees are entitled to the following paid annual leave based on years of service (calculated from the date the employee commenced employment): <ul style="list-style-type: none"> ● Three days for service of more than six months but less than one year. ● Seven days for service of more than one year but less than two years. ● Ten days for service of more than two years but less than three years. ● 14 days for service of more than three years but less than five years. ● 15 days for service of more than five years but less than ten years. ● One additional day for each year of service over ten years (up to a maximum of 30 days) ● For such individual events like marriage, maternity, birth, and death of family members, there will be an additional leave allowance depend on the written legal law. ● Standard working hours of eight hours a day, forty hours a week for five workdays in a week (applicable for the full-time position). <p>Taiwan employer contributions and benefits:</p> <ul style="list-style-type: none"> ● Labor insurance ● National health insurance ● Pension
Malaysia	<p>Malaysia Employment Act 1955 sets the points as follows:</p> <ul style="list-style-type: none"> ● Minimum annual leave are as follows <ul style="list-style-type: none"> ● 8 days for employees employed less than 2 years ● 12 days for employees employed for more than 2 years but less than 5 years ● 16 days for employees employed for more than 5 years ● Minimum termination notices is as follows <ul style="list-style-type: none"> ● 4 weeks for employees employed less than 2 years ● 6 weeks for employees employed for more than 2 years but less than 5 years ● 8 weeks for employees employed for more than 5 years\ <p>Malaysia employer contributions and benefits:</p> <ul style="list-style-type: none"> ● EPF Pension ● Social Security (SOCSO) ● Employment Insurance Scheme (EIS)

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STATUS	● Signed

Document history



SENT

09 / 21 / 2022
12:45:00 UTC+8

Sent for signature to Terry Li (terry@eonlabs.com) from agreement-hub@glints.com
IP: 223.255.254.146



VIEWED

09 / 21 / 2022
13:44:44 UTC+8

Viewed by Terry Li (terry@eonlabs.com)
IP: 50.64.57.243



SIGNED

09 / 21 / 2022
13:51:48 UTC+8

Signed by Terry Li (terry@eonlabs.com)
IP: 50.64.57.243



COMPLETED

09 / 21 / 2022
13:51:48 UTC+8

The document has been completed.