

Date: 13th Nov 2025

Mr Eason Low Chee Guan

IC No: 010110-14-1453

A22-23 PV13 Platinum Lake

Condo No 9 Jalan Danau Saujana 1

Danau Kota, 53300 Kuala Lumpur.

Reference: I2511134CAI

PRIVATE AND CONFIDENTIAL

Dear Mr Eason,

RE: OFFER OF INTERNSHIP AS TRAINEE

We are pleased to offer you internship in our Company as Trainee commencing from **26th Jan 2026 to 10th July 2026** on the following terms and conditions as below: -

1. INTERNSHIP ALLOWANCE FEE

You will be paid an internship allowance of **RM1,000.00 (Ringgit Malaysia One Thousand Only)** per month. The company will not contribute Employer's rate of EPF based on your monthly fee

2. WORKING HOUR

You are required to report for work from Monday- Friday from 9.00am – 6.00pm with one-hour lunch time. You are requested to attend punctually at our office or at any such place or places as your duties may require and shall devote your whole time and attention diligently and to the best of your skill, perform your duties during normal office hours.

3. WORKING LOCATION

You will be required to be based in Klang Valley but might require from time to time to work at other locations and to travel in the performance of your duties.

4. SCOPE OF WORK

You will be required to render assistance on Professional Services Manager and other related activities assigned to you.

You are requested to attend punctually at our office or at any such place or places as your duties may require and shall devote your whole time and attention diligently and to the best of your skill, perform your duties during normal office hours or such longer period as may be required from time to time.

5. CONTRIBUTION AND DEDUCTIONS

There will be no EPF contribution under the training program.

6. PUBLIC HOLIDAYS

As per the Malaysian public holiday schedule.

7. LEAVE ENTITLEMENT

You are entitled to 5.5 days' annual leave during the training program period.

All annual leave must be authorized by Aspert Innovations Sdn Bhd and is subject to the operational requirements of the business.

8. MEDICAL LEAVE ENTITLEMENT

You are entitled to paid medical leave of 6 days during the training program period.

9. CONFIDENTIALITY

You are required to observe strict confidentiality with regards in formation and details pertaining to the Confidential operations, processes or dealings, any trade secrets or any information concerning the Business, finances, transactions or affairs of the Company or any of its subsidiaries or associate companies that may – come within your knowledge in the course of your training program. Breach of this provision constitutes a serious breach and may result in your immediate termination.

This restriction shall continue to apply after your cessation of employment with the Company without limit in point of time but shall cease to apply to information or knowledge which may come into public domain.

10. RESIGNATION & TERMINATION

During the period of your training program, either party may terminate the training program by giving one-month notice in writing and failure to give proper notice with result in Aspert reserving the right to withhold outstanding compensation due to the trainee developer. In the event of a termination of training program prior to completion of stated work, Aspert reserves the right to pro-rate the compensation due to the trainee developer proportionate to the work completed to satisfaction as at the date of termination of the training program. Aspert's decision will be final and binding in this regard.

11. INVENTIONS

The Trainee agrees that copyright and similar rights in all work done will belong exclusively to the company.

12. OTHER TERMS

- a. Upon the termination of the training program, Trainee cannot directly or indirectly contact the customer or potential customer or do any work for the benefit of the customer or potential customer, or directly or indirectly participate or be involved in any business which is in competition with any business of the Company or any of its affiliate or business associate

within one (1) year after the termination of the training program or engagement by the Company, failing which the company will have the right to take legal actions.

- b. Upon the termination of the training program, Trainee shall return to Aspert any and all products, equipment and materials related to the work performed for the Project to the satisfaction of Aspert. Aspert reserves the right to withhold any outstanding payments due to the Contractor until such time as this condition has been satisfied.
- c. You shall faithfully and diligently devote the whole of your time in the service of the Company and shall not in any way give any opinion, or advice, or to do any work for your own financial gain or for any other person(s), Corporation(s) without the written consent of the Company.
- d. Trainee is bound by the Company's Rules and Regulations. Notwithstanding all the above conditions, the Company reserves the right to terminate your service forthwith if you should be guilty of misdemeanor, misconduct, negligence, willful disobedience of a lawful and reasonable order or a breach of any of the terms and conditions of service or the prevailing rules and regulations of the Company.
- e. The invalidity or unenforceability of any provision of this training program shall not affect the validity or enforceability of any other provision of this training program.
- f. Aspert retains the right to amend terms and conditions herein as warranted, solely at the discretion of Aspert. Aspert employees will be notified in writing of any amendments to policies or benefits.
- g. In the event we find any misconduct on your part or that you have failed to carry out your work diligently and efficiently or that you are absent from work for 3 consecutive working days without any reasonable cause or without giving any prior written notice (save where there is any supporting medical certification from a registered medical practitioner of a hospital or clinic), your contract is deemed rescinded upon expiry of 48 hours of the written notice to you without any compensation whatsoever payable by the Company

Your faithfully,

Aspert Innovations Sdn Bhd



Henrick Leow
CEO



I, the undersigned, hereby confirm and accept the terms and conditions specified in the letter of appointment.

Name: Eason Low Chee Guan

NRIC No: 010110-14-1453

Signature: 

Date: 14-11-2025