



TRISMED CO., LTD
65 Techno 3-ro, Yuseong-gu, Daejeon 34016 Republic of Korea
E-mail: trismed@trismed.com TEL: 82-42-936-7201 FAX: 82-42-936-7202

Non - Disclosure EMPLOYMENT AGREEMENT

This Employment Agreement, hereinafter called AGREEMENT, is entered between TRISMED CO., LTD. a corporation duly organized and existing under the law of the Republic of Korea and having its business office at 409 SMECA, 65 Techno 3-ro, Yuseong-gu, Daejeon 34015, Republic of Korea (hereinafter called "Employer") and Mr. Haque Khandoker Mohd Mazidul with home address in Madrasha masjid, Bank colony, Avwnue tulip, Savar-1340, Dhaka, Bangladesh (hereinafter called "Employee").

This AGREEMENT shall be effective from the date mentioned in Article 2.

Therefore, in consideration of the premises and mutual covenants as set forth herein, the Parties hereto agree as follows.

Article 1. Employment

1.1 The said Employment hereby is accepted by both Employee and Employer under the terms and conditions of this AGREEMENT hereinafter set forth.

1.2 Employee accepts that he is ready to enter into this AGREEMENT and to comply with all terms and conditions contained in this AGREEMENT.

Article 2. Term of Agreement

This AGREEMENT shall come into effect from Sep. 01, 2025 and will be in force up to Aug. 31, 2030, this is, for a period(s) of 5 years.

Article 3. Employee Information

Full Name on Passport: Haque Khandoker Mohd Mazidul

Permanent Address: Madrasha masjid, Bank colony, Avwnue tulip, Savar-1340, Dhaka, Bangladesh

Permanent Phone No: +8801675586362

Signature:

Name: Mr. Hoon-Kyeu Lee

EMPLOYMENT AGREEMENT (Mazidul)

Signature:

Name: Haque Khandoker Mohd Mazidul

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ID CARD : 790401-5142602

Korea Address :

(Songgang-dong, Chungsol APT) 102-1204 61, Songgang-ro 42beon-gil, Yuseong-gu,
Daejeon 34010, REPUBLIC OF KOREA

Phone No : 01042018399

Article 4. Position

4.1 Employee will be employed as a software and hardware engineer at the Research and Development Team of TRISMED CO., LTD.

(Position : Principal Researcher, 책임연구원)

Article 5. Working Conditions

5.1 Work scope and services of Employee.

5.1.1 Work scope and services of Employee.

Work scope and services of the Employed are mainly assigned to the research and development, production and technical service in the field of medical equipment. Consequently, Employee should have excellent skill for program and hardware design based on firmware, program languages, embedded system and hardware of micro-controllers to apply the various medical equipment.

5.2 Working facilities

5.2.1 Employer will furnish Employee with facilities and services suitable to his position and adequate for the efficient performance of his duties under this AGREEMENT.

5.3 Place of work

5.3.1 During the term of this AGREEMENT, Employee shall work at the appointed facility of the Employer. However at any time the Employer may direct Employee to work at another place and places which may be necessary to the purpose of its business regarding the field of interest as declared above under 5.1.1.

5.4 Working time and holidays

Signature:

Name: Mr. Hoon-Kyeu Lee

EMPLOYMENT AGREEMENT (Mazidul)

Signature:

Name: Haque Khandoker Mohd Mazidul

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5.4.1 Working time and holidays of Employee shall be as follow and shall be subjected to follow the guidelines set and/or modified at any time by the Employer under the applicable laws of the Republic of Korea.

- Normal working hours will be from 09:00 AM to 06:00 PM including one hour lunch break on Monday through Friday.

- National holidays and annual leave are set according to law of Republic of Korea.

5.5 Compensations

5.5.1 The employer pays the employee an annual salary of **36,923,100** won and a retirement pension of **3,076,925** won. Salary and retirement pension are paid equally every month.

5.5.2 Employee shall not be entitled to any overtime compensation for work performed by Employee during such hours or days outside, beyond, other than, or in addition to the official business hours.

5.5.3 Social security payment (Health Insurance and Accident Insurance) set under the applicable law of Republic of Korea.

5.5.4 Employer will not provide any payment for overtime working hours.

5.5.5 Salary Payment Method Refer to the salary agreement.

5.5.6 Traveling days to renew the employee's Bangladesh passport or by the other personal reason should not be over 2 weeks. Salary payment should not be counted during these off-working days.

5.6 Lodging, meals and travel

5.6.1 Employer will provide a free room during the term of this AGREEMENT and free lunch for all working days. Employee will be responsible for any expenses specifically including room utilities such as gas, electricity, telephone, water and so on while staying in Korea. Employee should be responsible for any damage or loss or any modifications for the provided house. Employee should keep the house to be clean all the time with smoke free. Any other persons should not be allowed to stay and sleep at the house without Employer permission.

Signature:

Name: Mr. Hoon-Kyeu Lee

EMPLOYMENT AGREEMENT (Mazidul)

Signature:

Name: Haque Khandoker Mohd Mazidul

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Article 6. Duties of Employee

6.1 During the term of this AGREEMENT, Employee shall exclusively work and perform his duties with his best efforts devoted to the common interests of the Employer.

6.2 During the term of this AGREEMENT, Employee shall strictly keep and observe all the Employer rules, guidelines and regulations of employment of the Employer which hold at present and may be from time to time amended by the Employer according to the conduct of Employee.

6.3 During the term of this AGREEMENT, Employee shall not enter into an agreement with, work for, or be employed in any person, firm or corporation, other than the Employer, and that Employee shall not be engaged in any business, enterprise or undertaking other than his employment hereunder.

6.4 Confidential Agreement:

6.4.1 Except as may be required in the performance of this duties hereunder, Employee shall not, during the term of this AGREEMENT, or at any time after the termination thereof, disclose to any person, corporation, business or other legal entity, for any purpose whatsoever, any business, financial, technical or other information of the Employer of a confidential nature, or not generally or publicly known, including, but not limited to, its products, prices or terms of sale, customers and/or suppliers.

6.4.2 Confidential nature shall mean:

- (1) Production process, marketing techniques and arrangements, mailing lists, financial information, customer names, prospects names and/or information relating to Employer business and activities and the manner in which employer does business, products developed or derived there from.
- (2) Source and object codes, flow charts, algorithms, coding sheets, routines, sub-routines, software tools, design concepts and related documentation and manuals.
- (3) "Industrial Property" (patents, utility models, design and trademarks), "Know-how" (all

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Name: Mr. Hoon-Kyeu Lee

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the material known as engineering and operating information, design and specification) and "Technical Information" (technical facts, know-how, trade secrets, data, advice, written or oral in the form of reports, letters, drawing, training and operational manuals, specifications, shape, dimensions, produce designs, molds and patterns, methods, techniques, process, assembling, inspection, testing, packaging, marketing, distribution and sales).

(4) All other material or information related to the business or activities of Employer which are not generally known to the engaged in similar businesses or activities.

6.4.3 This clause shall survive and continue in full force and effect notwithstanding the termination of this AGREEMENT for any reason or by any party.

Article 7. Termination

7.1 During the terms of this AGREEMENT, the Employer reserves the rights to terminate and/or discontinue this AGREEMENT with prior (3 months) written notice at any time upon the occurrence of any of the following events during the term of this AGREEMENT:

- (1) breach of any terms and/or condition of this AGREEMENT by the Employee;
- (2) the disclosure of any confidential business, technical information or materials of the Employer to any party not agreed upon previously;
- (3) the incitement or causation by Employee of violence, destruction, sabotage or similar acts;
- (4) the conviction of Employee of any crime;
- (5) the creation of hindrance by Employee to the Employer's business or the failure of Employee to adhere strictly to and obey all the rules and regulations now in effect or as subsequently modified governing the conduct of Employee;
- (6) the failure of the Employee to obey his superior regarding the orders pertaining to the contracted work;
- (7) the determination by the Employer that Employee has become unable to perform effectively his duties hereunder because of any physical or mental condition;
- (9) the submission by Employee of false documents to the Employer;
- (10) the verification by the Employer that Employee has engaged in any personal conduct

Signature:

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that would tend to be detrimental to the reputation of the Employer or that would otherwise adversely affect the Employer's interests if Employee were to continue as an Employee of the Employer.

7.2 During the terms of this AGREEMENT, the Employee reserves the rights to terminate and/or discontinue this AGREEMENT with prior (3 months) written notice to Employee at any time upon the occurrence of any of the previous events during the term of this AGREEMENT;

The expiration of thirty days after Employer has been given written notice that the Employee has decided to terminate this AGREEMENT and so Employer's acceptance of agreement termination by issuing a written document to Employee.

7.3 In the event of any termination during the term of this AGREEMENT, or any extension or renewal of this AGREEMENT, such termination shall not affect any rights, which have accrued to either party up to the date of such termination.

Article 8. Damages compensations

8.1 Employee shall indemnify the Employer from any damages except for predetermined possible damages which the Employer may sustain, in any manner through the misconduct or negligence of Employee. Compensation of any type shall be agreed between TRISMED.

Article 9. Amendment

9.1 This AGREEMENT shall not be changed, modified or amended by the Parties of this AGREEMENT except when such change, modification or amendment is in writing and signed by both Parties.

Article 10. Non-waiver

10.1 All waivers hereunder shall be in writing, and the failure of any party at any time to require the other party's performance of any obligations under this AGREEMENT shall not affect the

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Signature:

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right subsequently to require performance of the obligation. Any waiver of any breach of any provision of this AGREEMENT shall not be construed as a waiver of any continuing or succeeding breach of such provision of a waiver of modification of the provision.

Article 11. Non- Assignment

11.1 It is agreed by the Parties that, in entering into this AGREEMENT, the Employer is relying upon the reputation and proved professional qualifications of the Employee. Accordingly, the obligations of the Employee hereunder are not assignable or subject to delegation, without the Employer's prior written approval

Article 12. Notices

12.1 All notices to be given pursuant to this AGREEMENT shall be in writing and delivered by hand or sent by prepaid, registered or certified mail or commercial courier or by telex or telegraphic transmission to the other party. Such notice shall be effective on the date or receipt. All notices will be sent to the Parties at the address set forth at the beginning of this AGREEMENT or to such other address as either party may hereafter designate by a proper notice in writing

Article 13. Entire Agreement

13.1 This AGREEMENT sets forth the entire agreement and understanding between the Parties as to the subject matter of this AGREEMENT and merges and supersedes all prior discussions, agreements and understandings of any and every nature between them, and neither party shall be bound by any condition, definition, warranty or representation other than as expressly provided for in the present AGREEMENT or as may be on a subsequent date succeeding set forth in writing and signed by a duly authorized officer of the party to be bound.

Article 14. Severability

14.1 If any one or more of the provisions contained in this AGREEMENT shall be declared invalid, illegal or unenforceable in any respect under any applicable law, the validity, legality and enforce ability of the remaining provisions contained herein shall not in any way be

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affected or impaired and, in such case, the Parties hereto oblige themselves to attain the purpose of the invalid provision by a new, valid and legal stipulation. These invalidated provisions will be governed by the standard condition provided in the Labor Standard Act as permitted by the applicable law of the Republic of Korea for foreign employees until they are properly revised.

Article 15. Governing Law

15.1 The formation, validity, construction and the performance of this AGREEMENT are governed by the laws of the Republic of Korea.

Article 16. Headings

16.1 The headings or title used throughout this AGREEMENT are inserted for reference purposes only and are not to be considered or taken into account in construing this AGREEMENT or any terms and provisions hereof, nor shall they be deemed to qualify, modify or explain any such terms or provisions or the effect thereof.

IN WITNESS WHEREOF, the Parties hereto have duly executed this AGREEMENT in two counterparts, each of which may be considered as original, as of the date first here above written.

2025. 9. 1

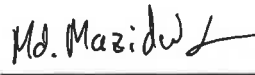
EMPLOYER

Signature: 

Name: Mr. Hoon Kyeu Lee

Title: President, TRISMED CO., LTD

EMPLOYEE

Signature: 

Name: Haque Khandoker Mohd Mazidul

Title: Principal Researcher

Signature: 

Name: Mr. Hoon-Kyeu Lee

EMPLOYMENT AGREEMENT (Mazidul)

Signature: 

Name: Haque Khandoker Mohd Mazidul

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