

Deriv Solutions Sdn Bhd

Registration No: 202301234567 (1234567-A)

Level 15, Menara PKNS, Jalan Yong Shook Lin, 46050 Petaling Jaya, Selangor

Employment Contract

Generated on 08 February 2026

1. Parties

This Employment Contract ("Contract") is entered into between:

Employer: Deriv Solutions Sdn Bhd, 202301234567 (1234567-A)

Employee: test

2. Position & Department

Position: test

Department: Engineering

Reporting To: Head of Engineering

Employment Type: Full-time Permanent

3. Commencement

Start Date: 2026-02-12

Probation Period: 3 months

Performance will be reviewed at the end of the probation period. The Company reserves the right to extend probation by up to 3 additional months if necessary.

4. Remuneration

Monthly Salary: RM 3,999.00

Payment: Monthly, by the last working day of each month via bank transfer

Statutory Contributions: EPF (Employer: 13%, Employee: 11%), SOCSO, EIS

5. Working Hours

Standard Hours: 40 hours/week, Monday to Friday, 9:00 AM - 6:00 PM

Overtime: 1.5x (first 4 hours), 2x thereafter. Requires prior manager approval.

6. Leave Entitlements

Leave Type	Entitlement
Annual Leave	8 days (<2 years), 12 days (2-5 years), 16 days (>5 years)
Sick Leave	14 days (<2 years), 18 days (2-5 years), 22 days (>5 years)
Hospitalization Leave	Up to 60 days
Maternity Leave	98 consecutive days
Paternity Leave	7 consecutive days
Public Holidays	11 days (as gazetted for Selangor)

7. Medical Benefits

The Employee is entitled to medical coverage up to RM 50,000 annual limit, including outpatient and specialist consultations at panel clinics.

8. Confidentiality

The Employee shall not, during or after employment, disclose any confidential information of the Company, its clients, or business partners without prior written consent. This obligation survives termination of employment.

9. Termination

Notice Period: 1 month (by either party)

During probation, either party may terminate with 1 week's written notice. The Company may terminate immediately for gross misconduct as defined under the Employment Act 1955.

10. Governing Law

This Contract shall be governed by and construed in accordance with the Employment Act 1955 (Malaysia) and any amendments thereto.

11. Acceptance

By signing below, both parties agree to the terms and conditions set forth in this Contract.

For Deriv Solutions Sdn Bhd

Authorized Signatory

Date: _____

Employee

test

Date: _____

This document was generated by Deriv HR Platform. Document reference: 08 February 2026.

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