



Fixed-term EMPLOYMENT AGREEMENT

concluded in ul.Królewska on 02nd March 2020 between:

AMVS GLOBAL SP. Z O.O., with its registered seat in ul.Królewska 65A, 30-081 KRAKÓW, Poland, hereinafter referred to as: „AMVS Global” or the „Company”,
and

Mr. Sandeep Kumar Singh, nationality: Indian, residing at: Cracow, 31-315, 100E 35 Radzikowskiego Street, holding identity document no. J0393170, hereinafter referred to as: “Employee” with the following provisions:

PRINCIPAL TERMS & CONDITIONS

These Principal Terms & Conditions define the basic terms and conditions of employment in AMVS Global and must be interpreted in conjunction with the remaining part of the Agreement.

1. **Name & Surname of Employee** : Sandeep Kumar Singh
2. **Address of Employee** : Cracow, 31-315, 100E 35 Radzikowskiego Street
3. **Nationality & Passport Number** : Indian , J0393170
4. **Name of Employer**: AMVS GLOBAL SP. Z O.O.
5. **Address of Employer** in ul.Królewska 65A, 30-081 KRAKÓW, Poland.
6. **Position** : Senior Automation QA Engineer
7. **Scope of Duties**: Providing expertise in IT testing, writing test scripts, test approach, test execution, reporting, and defect analysis. Experienced in delivering regulatory projects. FATCA, CRS or Customer Screening background preferred,

Providing expertise and execution of agile methods. [Scrum /Kanban]

Providing expertise in estimating test complexity and effort,

Active in Agile meetings when required for retrospectives, scrum of scrums,

Expertise in analyzing software defects, Reviewing and writing SQL and Java codes.
8. **Place of Work** : Poland Kraków Business Park, Krakowska 280, 32-080 Zabierzów, Poland
9. **Full Time/Part Time Basis**: Full time basis
10. **Type of Agreement** : Fixed-term employment agreement
11. **Date of Commencement of Employment**: 4th of May, 2020

12. End Date of Employment : 31st Dec 2022

13. Gross Monthly Salary : 16.000,00 PLN

Below mentioned provisions expand Principal Terms & Conditions and contain detailed information on terms and conditions of employment. AMVS Global appreciates the contribution of each Employee and expects every Employee to promote the interests of the Company and devote all his time and attention to its interests during working hours.

Payment of Remuneration

1. Remuneration will be paid to the Employee on monthly basis in arrears by the last working day of each month by bank transfer directly into bank account indicated by the Employee.
2. Remuneration is payable for work performed. The Employee retains the right to remuneration for the period of non-performance of work only when the labour law regulations provide for it.
3. The remuneration is payable on the dates specified in this Agreement. The Employee will receive information on the gross and net amount of remuneration as well as on the types and amounts of any deductions in the form of payslip.

Working Time

1. The Employee performs work 8 hours a day from 9 am to 5 pm, from Monday to Friday, for a total of 40 hours a week.
2. Due to the Company's business needs, it may be necessary to change working hours temporarily or permanently. Information on any changes to working hours will be communicated to the Employee as early as possible and the Employee is obliged to cooperate fully in the event of temporary changes. Although a permanent change of working hours can only be introduced after full consultations, the Company expects cooperation in this respect and no refusal without a valid reason.

Termination of the Agreement

1. Either Party may terminate this Agreement with the following notice period:
 - a) 2 weeks' notice, if the Employee has been employed for less than 6 months,
 - b) 1 months' notice, if the Employee has been employed for at least 6 months,
 - c) 3 months' notice, if the Employee has been employed for at least 3 years.
2. Notice period of the employment agreement covering a week or its multiple shall end on Saturday. Notice period of the employment agreement covering a month or its multiple shall end on the last day of the month.
3. AMVS Global shall have the right to terminate this Agreement with immediate effect without notice in the following events:
 - a) serious breach of basic employee duties by the Employee (in particular drinking alcohol or taking drugs at work, leaving the workplace without providing justification, refusing to carry out a task assigned);
 - b) committing a crime by the Employee during the term of the employment agreement, if the crime is obvious or has been confirmed by a final and legally valid court sentence;
 - c) loss of the rights required to work in the position held by the Employee;
 - d) incapacity of the Employee to work caused by an illness lasting for more than three months (if the Employee has worked for less than six months);
 - e) incapacity of the Employee to work caused by an illness lasting for more than the total period for which the Employee has received remuneration, sickness benefit or rehabilitation allowance for the first three months in accordance with the rules set out in the labour law provisions,

if the Employee has worked for six months or more or if the incapacity to work is due to an accident at work or a work-related illness); or

f) absence of the Employee for reasons other than the above lasting for more than one month.

4. If the Employee does not perform work during the period of notice or leaves work without notice without AMVS Global's consent, the Company reserves the right to refuse to pay remuneration for the period of notice in which the Employee did not perform work.

5. AMVS Global may request the Employee to use up unused holiday leave in the period of notice.

6. AMVS Global may decide to release the Employee from an obligation of performance of work during the notice period with the retention of the right to remuneration.

Holiday Entitlement

1. The AMVS Global holiday year lasts from 1st of January to 31st of December. The Employee shall be entitled to annual holiday leave in accordance with the work record as follows:

a) 20 days – if the Employee has been employed for less than 10 years,

b) 26 days – if the Employee has been employed for at least 10 years.

2. The employment period on which vacation entitlement depends includes education period according to the following rules:

a) basic vocational school – length of education but not more than three years,

b) secondary vocational school – length of course but not more than five years,

c) secondary school – four years,

d) vocational college – six years,

e) higher education institution – eight years.

3. Annual holiday leave can be used from January to December, however, not later than until September of the following year.

4. Holiday entitlement for part-time employees is calculated proportionally.

5. In the event of leaving AMVS Global during the year, holiday entitlement will be calculated as a proportional part of the annual holiday entitlement corresponding to the part of the year worked.

6. The Employee is obliged to agree holiday leave with the supervisor as far in advance as possible, but in any case a two-week holiday leave must be notified at least four weeks in advance. You should not book trips before agreeing and approving the leave by the supervisor. AMVS Global will endeavor to take into account individual preferences regarding holiday dates, however, putting the Company's business needs first, especially during the period of the greatest occupancy or holiday period, due to the need to ensure adequate staffing. Under typical circumstances, the maximum one-off holiday leave period is two weeks.

7. In case of termination of the Agreement, the Employee is entitled to financial equivalent for unused holiday.

8. AMVS Global is not obliged to pay out the financial equivalent for unused holiday in case the Employee is being employed on the basis of subsequent employment agreement with AMVS Global directly after the termination or expiry of the existing employment agreement.

Public Holidays

The Employee shall be entitled to public holidays in accordance with the rules set forth in labour law provisions.

Overtime

1. For overtime work, apart from normal remuneration, the Employee is entitled to:

a) additional remuneration in the amount of 100% of remuneration for working nights, Sundays and public holidays, which are not, according to the Employee's work schedule, working days,

- b) additional remuneration in the amount of 50% of remuneration for working overtime on any other day than those mentioned above,
 - c) additional remuneration in the amount of 100% of remuneration for every overtime hour worked above the average weekly norm in the reference period, unless the norm was exceeded as a result of overtime for which you are entitled to receive the supplements mentioned in the points above.
2. Overtime work is allowed only in the event of special needs of the Company, only upon the consent of supervisor. Staying in the workplace and performing work beyond normal working time without the consent of supervisor is not an overtime work and is not subject to remuneration.
3. Instead of paying the remuneration for overtime work, the Employee may receive leave upon request or at the decision of AMVS Global. In such case, the Employee is not entitled to additional remuneration for the overtime hours.

Ability to Work in Poland

The Employee is obliged to present documents confirming his right to legal residence and work in Poland.

Place of Work and Mobility

Place of work is defined in this Agreement. However, it may change depending on the business needs of the Company. Tasks provided for in the Employee's position in AMVS Global may require him to conduct domestic or foreign business trips.

Overpayments and Errors

Errors in the calculation and payment of remuneration are unlikely, however possible. You should always verify the payslip and report disclaimers in the event of discrepancy. In the event of underpayment, the Company will make a correction by paying out funds to the Employee. In the event of overpayment or incorrect calculation of tax or social security contributions, the Employee agrees that the deduction / correction will be included in the next payment. If the overpayment is not noticed for a longer period of time, the Employee agrees that the Company will recover the overpayment by deducting it from the remuneration, depending on the possibility of deferred payment and by agreement with the Employee.

Deductions from Remuneration

AMVS Global reserves the right to make deductions from the Employee's remuneration (including basic remuneration, severance pay, holiday pay, sick pay or other payments) for all amounts due to the Company. These may include not appearing at work, payment of advances on remuneration, training, cash benefit for notice in the event of a gross violation after the Employee leaves the Company, and any damage to the property or equipment of the Company or Company's clients resulting from negligence of the Employee. The indicator according to which the deduction will be made is normally indicated in the contract. In the event of termination of employment, all amounts due to the Company will be immediately due. AMVS Global reserves the right to deduct any amounts owed on the date of the Employee's departure from his last payment to him.

Working Time Records

Accurate time records are important not only from the perspective of making payments, but also for security reasons. Therefore, the Employee is expected to comply with all work-related time records in force or in force at the workplace. The Employee is required to fill in

the time sheets correctly and accurately, which will be checked and signed by the manager or supervisor at the end of each calendar month. Working time cards are the basis for the correct calculation of remuneration. In the event of improper completion of time sheets, AMVS Global will not be liable for discrepancies in payment of remuneration.

Sickness Leave

In the event of becoming sick, the Employee is obliged to notify the Company of this fact on the second day of absence at the latest and submitting a medical sick leave, unless the medical sick leave was issued in an electronic version.

Equal Opportunities

AMVS Global is committed to a policy of equal opportunities and nondiscrimination. All employees are required to comply with the Company's policy on equal opportunities. Any Employee found to be in breach of the policy, including (but not limited to) discriminating, bullying or harassing another employee or any third party associated with AMVS Global, or inducing or instructing another employee to breach this policy, will be subject to disciplinary proceedings.

Pro-Family Policy

AMVS Global supports to the extent possible pro-family policy and provides maternity, paternity, parental, child-rising leave and adoption leave in accordance with Polish law.

Confidentiality

During the period of employment at AMVS Global, the Employee will have access to confidential information. (Examples of confidential information are information about current and future customers, prices, sales results, margins, technical information, security arrangements, and contact details of colleagues and associates. This list is not exhaustive.) In order to protect AMVS Global's interests, the Employee is explicitly prohibited from disclosing - during and after the term of employment - any confidential information about AMVS Global, in writing or orally, to any person or company and prohibiting the use of such information without the prior written consent of the AMVS Global's Management Board. This clause does not result in the Company relinquishing any other rights that it has under general rules. AMVS Global reserves the right to claim adequate compensation and other legal remedy against the Employee or other third party in the event of a breach of this obligation.

Protection of the Interests of the Company during Employment

1. The Employee undertakes that during the period of employment at AMVS Global he will not be directly or indirectly involved or will not have the participation, alone or with other persons, in a venture, company or business that is competitive to AMVS Global's interests or likely to result in a conflict of interest, without the prior written consent of AMVS Global. The above is not a ban on the holding of shares, securities or debt instruments of another company as an investor operating in good faith.
2. To protect the current and future business of AMVS Global and its confidential information, the Employee is obliged during employment:
 - a) not to take up employment, contact, collect or encourage in any way (and do not endeavor to do so), directly or indirectly, any AMVS Global's clients or potential clients that the Employee is actively involved in or actively engaged in during employment, alone or on behalf of another person or company or acting through third parties, in order to provide

the client or potential customer with goods or services in a manner competitive to the Company;
b) not to engage, hire, engage in or encourage a change of job (or endeavor to do so) of any AMVS Global's employee in a managerial or sales role, in person or with another person or on behalf of another person or company, or acting through third party;
c) not prevent or attempt to prevent any person or company that is AMVS Global's supplier from delivering goods or services to the Company or an associated company.

Public Appearances & Comments

1. In order to ensure the protection of AMVS Global's interests, the Employee, during the period of employment and after its termination, is prohibited from:
a) directly or indirectly publishing or placing in the public domain (including social media sites) opinions, facts or materials related to the activities of AMVS Global, its affiliates or clients without the prior written consent of the Company;
b) public appearances or comments in the media (including all areas of the public domain) related to matters relating to the activities of AMVS Global, its affiliates or clients without the prior written consent of the Company.
2. All requests for comments, opinions and public appearances should be directed to the person holding the highest position in the Company. The above shall not affect the Employee's right to disclose relevant information to competent authorities under applicable law.

Duty to Report Misconduct

In case of discovery of alarming circumstances, the Employee is obliged to immediately inform supervisor about this fact. AMVS Global recognizes reporting of any violation, dishonesty, corruption and breach of the Company's rules or other regulations of the supervisory authorities - committed, planned or discussed by other employees or third parties - as an Employee's duty. The information provided will be treated by the Company as confidential in so far as it is possible. In the event of non-compliance with the aboveprovisions, AMVS Global reserves the right to initiate disciplinary proceedings.

Raising Concerns

The company applies the highest standards of integrity and responsibility. Employees who have serious doubts about any aspect of the Company's operations are actively encouraged to report them immediately. After making the decision about raising doubts, employees will receive full support and the Company will provide them with protection if they act in good faith. The information provided will be treated by the Company as confidential in so far as it is possible.

Health and Safety at Work

AMVS Global's policy envisages taking all reasonable steps to ensure and maintain a safe and healthy working environment for all employees. By providing such an environment, the Company must comply with a number of legal requirements. Employees, for their part, also have a statutory obligation to comply with security rules and hygiene at work and taking due care at work to ensure health and safety at work for yourself and your colleagues. Intentional violation of security policy and occupational hygiene causes the initiation of the disciplinary procedure.

Security of IT Systems

The IT systems used by AMVS Global are of fundamental importance for the Company's operations and may be used only for business purposes, unless the Employee has received prior consent from his supervisor for other use. Under no circumstances may unauthorized software be installed on the Company's computers. Copies of programs or data may not be removed or removed from the Company's premises without the express consent of supervisor. IT systems can not be used to access or store illegal, sensitive or discriminatory material from the Internet. The Employee should be aware that the Company monitors the use of IT systems by employees, including e-mail messages and the history of Internet use, and can limit Internet access to websites that are useful at work in a given position or can limit access to the Internet during business hours work.

Company's Property

All property belonging to AMVS Global shall be returned at any time upon request and in any event upon termination of employment. All copies, notes, extracts, records, equipment and materials stored in AMVS Global's computer systems are the exclusive property of AMVS Global.

Changes in Personal Details

The Employee is obliged to notify AMVS Global about any changes to his personal data contained in employee files.

Notices

Official notifications shall be deemed delivered to the Employee in case of personal delivery or delivery by post (upon confirmation of sending) to the latest address indicated by the Employee appearing in the personal files. Official notifications shall be deemed delivered to AMVS Global in case of personal delivery to the Employee's supervisor or postal delivery (upon confirmation of sending) to the address of the registered office of the Company.

Entire Agreement

1. This Agreement supersedes all previous employment agreements concluded between the Employee and AMVS Global and constitutes the entirety of written and oral agreements between the Parties.
2. In matters not covered by this Agreement, AMVS Global's internal rules, provisions of the Labour Code and generally binding legal regulations shall apply.
3. Any changes to this Agreement must be made in writing, otherwise being null and void.

Governing Law

1. This Agreement and any dispute or claim arising out of this Agreement shall be governed by and construed in accordance with Polish law.
2. The parties to this agreement irrevocably agree that the courts of Ul.Królewska, Poland shall have exclusive jurisdiction to settle any dispute or claim that arises out of this Agreement.

Signature of the Employee:

I have read and understood the terms and conditions within this document and accept that these form the basis of my Employment Agreement with AMVS Global Poland Sp. Z o.o.



Signature:

Name & Surname: SINGH, Sandeep Kumar

Date:

**Ashok Madhireddy ,02/03/2020
AMVS GLOBAL SP.Z.O.O**