

PRIVATE & CONFIDENTIAL

Date : 02 July 2024

GIRIDHARAN PANDIARAJAN

#04-383, Block 219,
Bukit Batok, Singapore, 650219

JOB OFFER LETTER

Dear **Mr. Giridharan**,

We are pleased to extend you this offer for a **Two (2) Years Fixed Term Employment** to join MIDC for the position of **Energization Head (Job Level 8)** reporting to the **Director of Engineering** or anyone assigned by him or her to carry out such duties and job functions in which you may be instructed from time to time.

Please note that this offer of employment is dependent on your completion of our pre-employment requirements before your start date.

Your annual compensation and benefits are as follows:

Monthly Basic Pay of	PHP 472,000.00
<i>(*less Philippine withholding tax and government-mandated social welfare contributions, such as Social Security System (SSS), Philhealth, and PAG-IBIG, among others)</i>	
Transportation Allowance of	PHP 18,000.00
Approximate monthly gross compensation	PHP 490,000.00

Benefits information relevant to the Position/Rank:

- Employee Health Benefit upon Day 1 with the Company
- Roundtrip airfare to country of origin every six (6) months, covered by the Company
- Accommodation provided by the Company for the first six (6) months (except Assoc dues, Utility bills, and all incidentals)
- Group Term Life Insurance per approved company plan
- Company Uniform
- Vacation Leave of fifteen (15) days per year, unused leaves convertible to cash
- Sick Leave of fifteen (15) days per year, unused leaves convertible to cash
- Communication Plan as part of the work tool

Note: Payment of the above compensation and fringe benefits shall be in accordance with Company policy governing the payment of such benefits and compensation to a regular employee. Foreign Exchange conversion charges shall be shouldered by the employee.

As a **fixed-term employee**, your performance will be evaluated within the contract duration period (or its extension) based on the Company's Standard Level of Performance. You are likewise expected to observe and abide by all Company rules and regulations including the Company's Code on Right Employee Ethics and Discipline (CREED).

You hereby confirm that (i) you will not disclose or use any confidential or proprietary information or trade secrets of any prior or other person in connection with your employment by the Company; (ii) you are not subject to any agreement or restriction which would restrict your employment with the Company; and (iii) you have not solicited, nor has the Company requested that you solicit any person employed by your former employer to join the Company.

The **Energization Head** warrants that he/she has truthfully disclosed all personal facts that may affect his/her employment with MIDC. The **Energization Head** confirms that he/she has no legal impediment



that may impede the conduct of his/her activities, such as but not limited to, existing criminal, civil, administrative cases in any court of law, quasi-judicial, or administrative body.

The **Energization Head** undertakes that he/she has no current outside activity, engagement, or interest that conflicts or may conflict with the business of MIDC or the performance of the services under this Agreement. Any violation hereof shall be a ground for the termination of this Agreement.

The **Energization Head** shall not be employed or work with any company, partnership, or association, within a period of six (6) months from the date of termination of this Agreement that is in direct competition with, or in the same or similar line of business as MIDC.

The **Energization Head** shall during or at any time after the termination of his/her employment, keep in confidence all trade secrets and confidential, sensitive or proprietary information, data or materials of MIDC that have come to his/her knowledge or possession, and shall take reasonable precautions not to disclose, divulge, communicate, report, publish, release, transfer or convey the same without prior written authority from MIDC.

We, at MIDC, look forward to having you join our team.

Please affix your signature to signify your acceptance of the terms and conditions of your employment with MIDC and return one copy of the enclosed offer agreement. Also, indicate your expected start date.

Should you have any questions, please feel free to call us at your convenience.

This offer is valid through 08 July 2024.

Very truly yours,



PAULA BIANCA L. GONO

OD & Talent Management Lead



HERLYN S. DAVID

Head, Human Resources and Administration



RICKY J. STEYN

Chief Operating Officer/ Interim President/CEO

Above offer is agreed to and accepted by me:



GIRIDHARAN PANDIARAJAN

Date Signed: 08th JULY 2024