

SCHEDULE 1 TO CONTRACT OF EMPLOYMENT**NAME OF EMPLOYER: Lenskart Solutions Pte Limited****NAME OF EMPLOYEE: Vincent Lim**

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| Start Date with Lenskart Solutions Pte Ltd: | 17th December, 2018 |
| Registered Address of Work: 30 CECIL STREET, #19-08 PRUDENTIAL TOWER, SINGAPORE 049712 | |
| Job Title: General Manager – Business Development (Singapore) | Reporting to: Head of BD (India) |
| Basic Salary (per annum): \$ 100,000 SGD Salary paid for 13 months at \$ 7,692 SGD per month. | |
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| Weekly Hours of Work: 40 Number of Working Days Per Week: 5 Full Time/Part Time: Full Time | |
| Annual Leave (in addition to normal Singapore Public Holidays) | Total Entitlement for full holiday year: 20 Days |
| Sick Leave | 14 Days, If hospitalized an additional 46 Days will be provided. |
| Health and Welfare Cash Allowance | You are entitled to a monthly gross cash allowance of \$415 SGD x 13 months of payroll. The purpose of this allowance is to provide cover for benefits (medical, life, disability insurance). This allowance will continue for the duration of your employment or until such time Lenskart Solutions Pte Ltd offers these benefits directly. |
| Notice of Termination of Employment (To be read in conjunction with Clause 12 in the Contract of Employment) | Minimum of 3 months notice. Notification must be in writing. |

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| Pay Day | Pay will be credited monthly and the 13 th month pay is guaranteed in December. |
| Maternity Leave | 12 weeks of paid leave for every birth, with an additional 4 weeks if the child is a Singapore citizen There is no limit to the number of children Eligibility: minimum 90 days of service |
| Paternity Leave | 2 consecutive weeks of paid leave on the occasion of birth of child. . Leave can be taken in a continuous block within 12 months' of the child's birth There is no limit to the number of children |
| Adoption Leave | <p>Mother of an adopted child is entitled to Government Paid Adoption Leave (GPAL), if she is meeting the following criteria:-</p> <ul style="list-style-type: none"> • Adopted child is below the age of 12 months at the point of formal intent of adoption. Formal intent of adoption summarizes: <ul style="list-style-type: none"> • For a local child: when one files the court application to adopt • For a foreign child: when in-principal approval is granted for the Dependent's pass. • The adopted child is a Singapore citizen <p>If the child is a foreigner:</p> <ul style="list-style-type: none"> • One of the adoptive parents must be a Singapore citizen. • The child must become a Singapore citizen within 6 months of the adoption. • You must be lawfully married at the point of formal intent to adopt. Not applicable for unwed adoptive mothers whose formal intent to adopt is on or after 1 January 2017. • You must have served your employer or been self-employed for a continuous period of at least 3 months immediately before your formal intent to adopt. • The adoption order must be passed within 1 year from the formal intent to adopt. <p>12 weeks of Paid Adoption Leave Adoption leave should be consumed before the child's first birthday.</p> |

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| Childcare Leave | <p>3 days paid leave per year with an additional 3 days if the child is a Singapore citizen</p> <p>Employee's youngest child must be under 7 years of age Employees with children of Singapore citizenship aged between 7 to 12 years of age will be entitled to 2 days paid leave per calendar year Employees with children in both age groups, i.e. those below 7 years of age and those between 7 to 12 years of age, will have a total childcare leave entitlement of 6 days per year. Employee should have been with the Organization for at least 3 continuous months.</p> <p>Pro-ration of childcare leave entitlement shall apply for incomplete year of service.</p> |
| Infant Care Leave | <p>6 days unpaid leave per year.</p> <p>Applicable for employees with Singapore citizen children below 2 years of age</p> |
| Shared Parental Leave | <p>Male employees can share 4 weeks of his spouse's 12 weeks maternity leave entitlement, subject to the agreement of his spouse.</p> |
| Compassionate Leave | <p>3 working days granted on the death of family members. Family members defined as parents, parents-in-law, siblings, spouse, children, grandparents and grandparents-in-law</p> |

I agree to the employment with the Company on the terms as set out above (and in the attached schedule(s)) and confirm that I have received a copy of this Contract of Employment and the key employment terms as set out in the attached schedule(s), read and understood them and also agree that it supersedes any previous agreement between myself and the Company.

Signed by: 

Name: Vincent Lim

in the presence of: Tan Poh Khiam

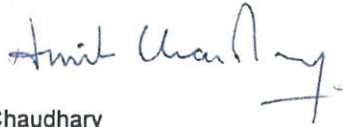
Signature of witness: 

Name: TAN POH KHIAM

Address: BLK 102 BISHAN ST12 #03-282

Occupation: RETIREE

Signed by:



Name: Amit Chaudhary

Authorized Signatory of Lenskart Solutions Pte Ltd

in the presence of:



Signature of witness:

Name: Swati Srivastava

Head of Leadership Hiring, Lenskart



MR VINCENT LIM SOON YEOW (CPF Account Number: S7307813Z)
28 Mar 2020 01:18 PM (Singapore Standard Time)

My Statement - Contribution History

For Feb 2019 to Feb 2020

Employment Contributions

| For Month | Paid On | Amount (\$) | Employer |
|-----------|-------------|-------------|------------------------------|
| JAN 2019 | 18 Feb 2019 | 2,220.00 | LENSKART SOLUTIONS PTE. LTD. |
| FEB 2019 | 18 Mar 2019 | 2,220.00 | LENSKART SOLUTIONS PTE. LTD. |
| MAR 2019 | 16 Apr 2019 | 2,220.00 | LENSKART SOLUTIONS PTE. LTD. |
| APR 2019 | 14 May 2019 | 2,220.00 | LENSKART SOLUTIONS PTE. LTD. |
| MAY 2019 | 19 Jun 2019 | 2,220.00 | LENSKART SOLUTIONS PTE. LTD. |
| JUN 2019 | 15 Jul 2019 | 2,220.00 | LENSKART SOLUTIONS PTE. LTD. |
| JUL 2019 | 15 Aug 2019 | 2,220.00 | LENSKART SOLUTIONS PTE. LTD. |
| AUG 2019 | 16 Sep 2019 | 2,220.00 | LENSKART SOLUTIONS PTE. LTD. |
| SEP 2019 | 14 Oct 2019 | 2,220.00 | LENSKART SOLUTIONS PTE. LTD. |
| OCT 2019 | 14 Nov 2019 | 2,220.00 | LENSKART SOLUTIONS PTE. LTD. |
| NOV 2019 | 13 Dec 2019 | 2,220.00 | LENSKART SOLUTIONS PTE. LTD. |
| DEC 2019 | 14 Jan 2020 | 5,066.00 | LENSKART SOLUTIONS PTE. LTD. |
| JAN 2020 | 14 Feb 2020 | 2,220.00 | LENSKART SOLUTIONS PTE. LTD. |

This statement does not include contribution(s) received by the Board after **25 Mar 2020**.